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# CAUT ACPPU BULLETIN

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Canada's Voice for Academics  
La voix des universitaires  
du Canada

## York condamnée pour recours aux forces policières

Les professeurs, le personnel et les organisations étudiantes ont uni leur force pour chercher ainsi à faire condamner les administrateurs de l'Université York qui ont fait appel à la violence policière dans le but de mater une manifestation étudiante qui se déroulait dans la paix le 20 janvier dernier et qui s'est soldée par l'arrestation de cinq manifestants et par l'hospitalisation d'un étudiant.

« Alors que les syndicats et les associations d'étudiants et de travailleurs de York craignent la façon dont on réprime les activités étudiantes et les rassemblements politiques sur le campus, nous sommes horrifiés par la façon dont l'administration de York a réagi à ce rallye », affirme-t-on dans une déclaration commune des cadres de l'Association des professeurs de l'Université York, la York Federation of Students, la York University Graduate Students Association et le local 3903 du SCFP, qui représente les chargés de cours et les professeurs embauchés à contrat.

En réaction à la manifestation que les étudiants ont tenue cette journée afin de protester contre l'investiture du président américain George Bush, l'administration de l'université a invité la police de Toronto sur le campus. Selon des témoins, la police confrontait les étudiants environ une heure plus tard, alors qu'elle en frappait plusieurs et en arrêtait d'autres. Plutôt que de les éloigner dans des fourgons cellulaires, les agents les ont menottés et amenés dans une salle d'un édifice adjacent. Inquiets pour la sécurité de leurs collègues, plusieurs étudiants frappaient contre la porte verrouillée de cette salle. La porte s'est ouverte et, selon des témoins oculaires, on a sorti et battu un étudiant qu'on a dû ensuite hospitaliser.

Selon le premier communiqué de presse émis par l'Université, la violence dont les étudiants faisaient preuve a précipité la confrontation avec la police. Parmi les allégations de violence étudiante, mentionnons qu'un agent de police fut frappé à la tête par un mégaphone, un protestataire a tenté de dégainier l'arme d'un agent et plusieurs autres ont assailli un agent.

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## York Condemned for Use of Police Force at Rally



Van Hall, York University's signature building, was the scene of violence on Jan. 20 after university officials called Toronto police to a peaceful student demonstration.

FACULTY, staff and student organizations have united in condemning York University administrators for the police violence that ended a peaceful student demonstration Jan. 20 and resulted in the arrest of five of the demonstrators and hospitalization of one student.

« As unions and associations representing students and workers at York and concerned with the level of repression of student activity and political assembly on campus, we were appalled by the York administration's response to this rally », said a joint statement issued by the executives of the York University Faculty Association, the York Federation of Students, the York University Graduate Students Association and CUPE Local 3903, which represents teaching assistants and contract academic staff.

In reaction to a student demonstration against the inauguration that day of U.S. President George Bush, the university's administration invited Toronto police onto campus. Witnesses said approximately one hour later police advanced on the students, knocking several to the ground and arresting several. Rather than taking the students away in police vans, the officers took them in handcuffs to a room in an adjacent building. Concerned about the safety of their colleagues, several students

banged on the locked door of the room. The door opened, and according to eyewitness accounts, a student was grabbed and beaten and had to be hospitalized.

According to the university's initial media release, student violence precipitated the clash with police. Specific allegations of student violence were that a police officer was hit in the head by a megaphone, a protestor attempted to remove a gun from an officer's holster, and an officer was assaulted by several protesters.

York University President Lorna Marsden has subsequently denied that the students were violent, claiming instead that the demonstration was merely « not peaceful ».

Countering the university's claims of student violence have been several photos and amateur videos that show police suddenly advancing on selected demonstrators with batons, wrestling them to the floor, as well as groups of officers dragging and handcuffing individual students.

In one eyewitness account, Stanley Jeffers, a professor of physics at York, said he walked into Van Hall and saw a rally of about 50 people, with a larger number watching. A while later, he recounted, the police

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## NEWS ACTUALITÉS

# Students Question Access Study

STUDENT groups are questioning the conclusions of a just released Statistics Canada research paper that says the primary barrier to post-secondary education isn't money but family background.

"We don't deny that money is not the only factor," said Ian Boyko, campaigns coordinator for the Canadian Federation of Students. "But based on the data we've gathered, post-secondary financing is the most important and the most easily addressed by government."

In the study — Who Goes? The Direct and Indirect Effects of Family Background on Access to Post-Secondary Education — researchers Ross Finnie, Eric Lascelles and Arthur Sweetman conclude that "affordability may not currently be the principal reason that individuals do not go on to post-secondary education."

Instead, the study finds that family background (indicated by parental education level, family type, place of residence, language and ethnicity) leads to intermediate outcomes such as elementary school success, high school academic performance and related attitudes and behaviours that are then closely correlated with the decision to attend post-secondary institutions.

The study's findings, however, have drawn sharp criticism from students who question the motivation of the researchers. According to Boyko, Finnie, an adjunct professor at Queen's University, has "long undertaken a political campaign to downplay the role of financial barriers."

In 2002, the federation issued a heated response to a C.D. Howe Institute commentary authored by Finnie in which

he proposed increasing funding to post-secondary institutions by dramatically raising tuition fees while boosting the amount of money students can receive in loans.

Those plans would push students from low- and middle-income families into even greater debt, said Loretta Czernis, president of CAUT.

"The debt load that many students have to take on now in order to complete a degree is already acting as a deterrent," Czernis said. "Forcing students to take on more debt won't solve the problem." ■

A PDF version of Who Goes? is available at [www.statcan.ca/8095/bisole/english/bisole7eato-11F0019MIE200527](http://www.statcan.ca/8095/bisole/english/bisole7eato-11F0019MIE200527).

Version française à la page A6.

# York condamnée pour recours aux forces policières

ES Suite de la PAGE A1

Loma Marsden, présidente de l'Université York, a ensuite nié que les étudiants se comportaient violemment et a simplement prétendu que la manifestation ne se déroulait tout simplement pas « de façon paisible ».

Plusieurs photos et vidéos amateurs montrant la police armée de bâtons qui avance soudainement vers certains protestataires, pour les entrainer au sol par la force, ainsi que des groupes d'agents traînant et menottant certains étudiants viennent contredire les allégations de violence étudiante avancées par l'université.

D'après le compte rendu d'un témoin oculaire, en l'occurrence Stanley Jeffers, professeur de physique à York, il est entré dans le pavillon Van et a vu un rallye d'environ 50 personnes observées par un nombre encore plus élevé de gens. Après un certain moment, selon lui, la police leur a ordonné de se disperser, mais on a refusé d'obtempérer.

« Peu de temps après, en vertu de ce qui semblait être une stratégie orchestrée, la police a entouré le groupe central et a commencé à les regrouper en poussant dans la foule, » de dire Jeffers. « Ils semblaient s'efforcer de mettre la main au collet des responsables du groupe. »

« On en a attrapé un qui a été retenu par deux policiers alors qu'un troisième le frappait sans relâche. Tout cela s'est passé à trois pieds de moi. »

Arthur Hiliker, président de l'Association des professeurs de l'Université York, a déclaré que depuis l'incident du 20 janvier, les rassemblements sont devenus un phénomène quotidien au pavillon Vari.

Le 27 janvier, le sénat de l'Université York adoptait deux résolutions — dont une pour exprimer son désaccord avec la décision de l'administration qui avait appelé la police sur le campus pour s'occuper d'une protestation autrement paisible, et l'autre, visant à informer le conseil des gouverneurs de l'Université et le chef de la police de Toronto de ce désaccord.

L'administration a réagi en continuant de justifier l'intervention policière, prétendant que les classes et les examens à proximité s'en trouvaient dérangés. Cependant, si l'on se base sur le compte rendu écrit de plusieurs professeurs qui enseignaient dans la zone immédiate durant la manifestation, on a annulé aucune classe et interrompu aucun examen.

« Ce conflit, qui oppose l'administration aux professeurs et aux étudiants de York, repose essentiellement sur l'utilisation par l'université de la police sur l'espace universitaire, approuvée par le conseil des gouverneurs au mois d'août 2004, » de dire Nick Lary, vice-président externe de l'APUY.



Les forces policières et les manifestants anti-Bush s'affrontent le 20 janvier.

Cette politique comporte des principes d'ordre général touchant la sécurité, les dommages, la conformité, ainsi que la marche à suivre complexe et les demandes que les groupes et les individus doivent présenter pour utiliser l'espace et les installations de l'université. Les « manifestations » apparaissent sur les formulaires de demande comme un type d'activité qu'on peut faire approuver, au même titre que les barbecues, les piques-niques, les expositions artistiques, les présentations de film, les soupers, les activités mondaines, les danses, les visites par des dignitaires et les réunions.

« Cependant, des locaux à aire ouverte aussi vastes que le Bear Pit Lounge (le site traditionnel de l'Université York où l'on exprime son opinion et son désaccord), les atriiums et les foyers du nouveau pavillon consacré à l'apprentissage technologique de l'Université, ainsi que l'entrée et la rotonde du pavillon Vari sont vraiment exclus des allégations de l'administration en matière de [circulation piétonne] et de [bruit amplifié] — mais tout particulièrement, en ce qui a trait à l'utilisation de mégaphones », selon le communiqué de Jay Rahn, agent des communications de l'APUY.

« De plus, en raison des allégations de l'administration concernant le dérangement attribuable aux amplificateurs de son, on ne peut réserver ces locaux que les week-ends ou au cours de la période de mai à août, alors que peu de passants seraient témoins d'une telle manifestation. »

Il existe cependant d'autres contraintes, dont l'exigence voulant qu'on réserve les locaux au moins 30 jours d'avance et que seuls les organismes officiels accrédités soient autorisés à

présenter une telle demande. De plus, alors qu'on retrouve régulièrement des chandelles dans les établissements religieux de par le monde, on interdit l'usage des chandelles dans le manuel de 54 pages de l'Université York qui accompagne la politique sur l'utilisation des locaux, ce qui élimine la possibilité de tenir une vigile silencieuse aux chandelles.

Selon M. Rahn, l'administration a suscité une deuxième raison de conflit en procédant à la mise en oeuvre de cette politique.

« Quoique l'administration insiste pour que les étudiants se conforment aux règles, sa mise en application inégale de la politique en a incité certains à recourir aux armes, » de dire M. Rahn. « Si, en vertu des règlements, la manifestation du 20 janvier était un cas [d'inconduite grave], le vice-président (étudiants) aurait convoqué sur-le-champ le tribunal disciplinaire de l'université. L'administration a plutôt décidé d'inviter la police sur le campus. De plus, l'administration n'a pas respecté sa politique interdisant d'amplifier le son, comme le prouvent les manifestations quotidiennes qui se déroulent depuis le 20 janvier, ainsi que les nombreuses activités non académiques qu'elle a commanditées au cours des quelques dernières années. »

Lors d'une réunion qui s'est tenue le 31 janvier, les cadres de l'APUY ont voté afin d'exiger de l'administration de l'Université York qu'elle respecte les espaces publics et communautaires de l'université et qu'elle abroge la politique sur l'utilisation temporaire de ses locaux, et ont fait appel à l'ACPPU pour appuyer et favoriser la liberté académique et la liberté d'expression à York. ■



# COMMENTARY TRIBUNE LIBRE

## PRESIDENT'S COLUMN

### Gay Marriage Buttressed by Law



By LORETTA CZERNIS

**D**ISCRIMINATION can never be morally justified. For centuries it was commonplace to discriminate against women. It became second nature not to think of women as persons. On this issue, there has been some forward movement. Such is hardly the case with gays and lesbians who still face discrimination on many fronts.

Eight courts throughout Canada have ruled that excluding gays and lesbians from civil marriage is unconstitutional. According to 134 law professors, all of whom signed a letter addressed to Conservative Leader Stephen Harper, "The consensus of constitutional experts is that these decisions are correct." The letter, sent to Harper in January, urged him to come clean with citizens by explaining that the only way to prohibit same-sex couples from marrying would be to use the notwithstanding clause in the Charter of Rights and Freedoms.

The Charter protects both non-discriminating rights and freedom of religion. Under the proposed new legislation, couples are free to choose whether or not to marry, and religious officials are free to choose whether or not to perform the ceremonies.

Toronto's Roman Catholic Archbishop, Cardinal Aloysius Ambrozic, has asked the federal government to invoke the notwithstanding clause. This would perpetuate discrimination against gays and lesbians. Churches already exercise their right to deny marriage ceremonies to people. The Catholic church does not marry people who have been divorced, or people who are not Catholic. No one is forcing Catholic clergy to marry gay couples. They already have the right to refuse to marry, for example, Protestant and Jewish couples.

There are members of the clergy from other denominations who are eager to conduct the ceremony for gay and lesbian couples. Reverend Eldon Hay, a minister of the United Church of Canada, emeritus professor at Mount Allison University and a Member of the Order of Canada, has two sons, one heterosexual and one homosexual. "The rights, responsibilities and freedoms of my straight son should be the same as those for my gay son," Hay said.

"Pro-family" groups and cultural experts across the nation and around the world warn that redefining marriage will have profound, far-reaching and drastic effects on the family. They say this is a decision that shouldn't be rushed through Parliament or foisted on

people. They say Canada's children will pay a devastating price. Such thinking derives from fears around changes that have already taken place in the modern western family structure. The "happy" nuclear family they imagine can only be found on television. We know the divorce rate stands currently at about 38 per cent. Same-sex marriages may very well help to lower divorce statistics.

After decades of debate, public opinion and court rulings are clear — lesbian and gay people are entitled to equal civil marriage. Those who do not support freedom from discrimination appear on the surface to want to continue to debate. What they really want is to tie up cases in the courts for years, taxing our legal system with cases the law professors have told Harper are straightforward. If Harper and his political allies try to sidestep the notwithstanding clause and go to court, their arguments will be ruled unconstitutional. This is a basic human rights issue.

Homosexuality was decriminalized in this country 35 years ago. The new law will help Canadians make more progress in overcoming our unsettling history of social discrimination. Once the dust settles, we must continue our fight for the rights of other equity-seeking groups. ■

## LE MOT DE LA PRÉSIDENTE

### Le mariage homosexuel est fort du soutien de la loi

Par LORETTA CZERNIS

**L**a discrimination ne peut jamais être justifiée moralement. Pendant des siècles les femmes ont couramment fait l'objet de discrimination. Il est même devenu dans l'ordre des choses de ne pas concevoir la femme comme une personne. Sur ce sujet nous avons fait des progrès depuis cette époque. Ce qui est loin d'être le cas pour les gays et les lesbiennes qui se heurtent encore à la discrimination sur bien des fronts.

Huit tribunaux au Canada ont jugé que l'interdiction aux couples gays et lesbiens d'accéder au mariage civil est inconstitutionnelle. Selon 134 professeurs de droit qui ont signé une lettre ouverte au chef du Parti conservateur, Stephen Harper, « les experts constitutionnels sont généralement d'avis que ces décisions sont bien fondées en droit ». La lettre, transmise en janvier dernier, demande instamment à M. Harper d'expliquer en toute

honnêteté aux Canadiens et aux Canadiennes que la seule façon d'interdire le mariage aux couples de même sexe serait de recourir à la clause dérogatoire de la Charte des droits et libertés.

La Charte protège à la fois les droits contre la discrimination et la liberté de religion. En vertu du nouveau projet de loi, les couples sont libres de choisir s'ils veulent se marier ou non et les autorités religieuses sont libres de choisir si elles veulent célébrer les cérémonies ou non.

L'Archevêque catholique romain de Toronto, le cardinal Aloysius Ambrozic, a exhorté le gouvernement fédéral d'invoquer la clause dérogatoire — une démarche qui aurait pour effet de perpétuer la discrimination contre les gays et les lesbiennes. Les églises exercent déjà leur droit de refuser de célébrer la cérémonie du mariage. L'Église catholique ne marie ni les divorcés, ni les non-catholiques. Personne ne force

les membres du clergé catholique à marier les couples homosexuels. Ils jouissent déjà du droit de refuser de marier, par exemple, les couples protestants et juifs.

Il existe bel et bien des membres du clergé d'autres confessions qui acceptent volontiers de célébrer la cérémonie du mariage pour les couples gays et lesbiens. Le révérend Eldon Hay, ministre de l'Église unie du Canada, professeur émérite à l'Université Mount Allison et membre de l'Ordre du Canada, est père de deux fils, l'un hétérosexuel et l'autre homosexuel. « Les droits, responsabilités et libertés de mon fils hétéro devraient être les mêmes que ceux de mon fils gay », soutient le révérend.

Selon les groupes et les experts culturels « pro-famille » au pays comme dans le reste du monde, la redéfinition du mariage aura de vastes conséquences profondes et radicales sur la famille. Ils préviennent

Voir MARIAGE à la page A5

## Globalization Focuses on Bread not Brains



By FRANK FUREDI

**O**NE of the benefits of working in a university is that you are likely to meet interesting people from all over the world. The fact that more than 25 per cent of students at my institution — the University of Kent — are from abroad enhances my experience as an academic. As a lecturer, I value the contribution that these students make to campus life. Many of them worked hard to get here. They are often a self-selected bunch, highly motivated and full of interesting insights. I can usually rely on them to give seminar discussions that extra special international dimension. Their very presence confirms the simple point that a genuine university thrives through the global exchange of ideas.

Unfortunately, there are strong pressures to regard students from abroad not as members of our academic community but as either potential spongers or as a source of untapped income. Recently there has been discussion in the press about the likely growth in the numbers of east European students coming to UK universities once their countries have become full members of the EU. A report published by the Higher Education Policy Institute claimed that by the end of the decade something like 20-30,000 students from east European countries would be studying here. Sections of the media reacted to this prediction by raising fears about the possibility of home students losing their university places to these foreign interlopers. "University invasion by new EU States" was the headline of one newspaper article warning of the impending flood of foreign eggheads.

Parochial concern about foreign students taking advantage of the facilities of British universities coexists with attitudes that regard them as highly welcome cash cows — as long as they come from outside the EU. Since there are no limits imposed on fees from non-EU students, those from overseas represent a nice little earner for UK University Plc. Undergraduate fees of £7,000-9,000 are common and postgraduates are forced to cough up a lot more. That is why universities are investing considerable resources in the global higher education market. Overseas recruitment has grown by about 6 per cent a year since 1999. A study by the British Council predicts that by 2020, the number of overseas students seeking to study at British universities could triple to 850,000 — but only if UK University Plc can see off competition from countries such as the United States, Australia, India and Malaysia. The market for

English language based university programmes is so lucrative that even German institutions have entered this market and offer courses in English.

The global marketization of higher education is unlikely to have positive consequences for the university system. British universities are already under considerable domestic pressure to reconfigure themselves into customer-friendly service providers. Cobbling together degrees that are cheap and cheerful has become a growth activity within the university system. Unfortunately, global competition is likely to encourage the "pile 'em high, sell 'em cheap" orientation towards the peddling of university degrees. Experts involved in drawing up new business models for universities believe that the global university market is not so much for higher education as for higher degrees. Their activities are based on the assumption that this new market tends to be indifferent to quality issues such as a department's contribution to scholarship and research. Institutions who want to do well need to focus on providing job-related degrees efficiently and relatively cheaply. Universities who want to grab a piece of the action are under considerable pressure to set up what are essentially franchising operations abroad and on the Internet. Nottingham University, which already has a campus in Malaysia, is planning to open one in China. Other institutions are also looking to expand into this lucrative market. The British Council claims that increased student numbers from China and India could add £13 billion to the British economy per annum.

It is a pity that the focus of the globalization of higher education is not the exchange of ideas but the objective of turning education institutions into service providers. The emerging business model driving this activity is bad news for the academic community. It also represents a squandering of an exciting opportunity to transform universities into positive global institutions. ■

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The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca).

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACCPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca).



## PETITION PÉTITION

## Statement of Concerned York University Faculty

On Jan. 20, a student demonstration was broken up on the Keele campus of York University by Toronto Metro police and York University security personnel. The evacuation of students was violent, with police officers chasing, holding down and hitting students in the group. Five students were arrested and have been charged. One student was hospitalized briefly after the arrest.

We have learned that the senior university administration prohibited gatherings in Vari Hall in February 2004. New rules define any student gathering in this space illegal, threatening to leave any student who seeks to participate in public assembly there with a criminal record. It did so without announcement and without consulting the university community.

Vari Hall is the only indoor gathering place for public events at York University. It is brilliantly designed to accommodate gatherings and assemblies and it has improved the quality of university life since its creation. The richness of community life that may be seen there day and evening, weekday and weekend, testifies to the community's awareness of the

importance of this place. The main floor rotunda is often used for job fairs, rehearsals and other events. Some faculty who were teaching in Vari Hall during the Jan. 20 demonstration have stated that they assessed the "noise" as "perfectly tolerable," and went on with their classes. Others were disturbed when the students began shouting and chanting as the police began to clear the space.

Whatever reasons the university administration offers for deeming peaceful student demonstrations to be "disruptive," their calling the police, permitting the police to abuse, interrogate and arrest students, and then describing the students as "violent" to the press to justify their own decisions, are not in any way justifiable actions.

As York faculty we condemn the curtailment of free speech at York and the use of police to prevent students from expressing their views in a peaceful non-violent manner. The administration must reverse its recent prohibition of non-violent student assemblies in Vari Hall and all charges against students must be dropped. A reasonable restriction is that those who use this space not harm anyone or physical-

ly damage the site. It is also reasonable to request that excessive sound amplification be avoided during classes. However, students should be able to assemble and to present and discuss ideas publicly on the university campus without requiring a permit or advance notice.

These events signal a troubling change in the spirit and ethics of governance of our university community. Public access to communication has been widely curtailed not just in Vari Hall but across various channels. In their wake it is urgent that we hold open discussions about values, ethics, governance and accountability in the university community.

We can no longer condone the making of decisions that determine the quality of exchange and community at York covertly and without accountability to the York community. Faculty cannot stand by and watch our students being harassed, beaten and arrested for the public expression of concern about political events (in this case, the Bush inauguration). The democratic exchange of ideas is sometimes messy, noisy and inconvenient, but the suppression of such exchange is chilling and much more costly. ■

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## NEWS ACTUALITÉS

## Syndicalisation des professeurs de Huntington

LA Commission des relations de travail de l'Ontario a accredité l'Association des professeurs de l'Université Laurentienne (APUL) à titre de représentant de 35 membres du personnel académique de l'Université Huntington.

Le 1<sup>er</sup> décembre dernier, les professeurs de Huntington ont voté massivement en faveur de l'établissement d'un syndicat avec l'APUL. Après le vote, l'université a soulevé plusieurs objections auprès de la commission des relations de travail, contestant entre autres la composition de l'unité de négociation, mais toutes les objections ont fini par être rejetées.

Huntington, établissement d'arts libéraux du nord de l'Ontario, est l'une des trois petites universités réunies en fédération avec l'Université Laurentienne.

Le président de l'APUL, Peter Simpson, salue ce qu'il appelle une « victoire éclatante » de la décision Huntington.

« Les membres du personnel académique à temps plein et à temps partiel de Huntington ont vu au bout du compte leurs efforts de syndicalisation se concrétiser », déclare M. Simpson. « Il s'agissait du dernier groupe non syndiqué de la fédération de l'Université Laurentienne. Nous pouvons enfin dire que la totalité du personnel académique est représentée. »

En effet, l'APUL représente maintenant plus de 500 membres du personnel académique à temps plein et à temps partiel et commencera bientôt à négocier le premier contrat de ses membres à Huntington.

Les quatre unités de l'APUL — Laurentienne, Sudbury, Thorneloe et Huntington — négocieront simultanément, signale M. Simpson. ■

English on page A9.

## CAUT Sets Up New Committee

THE CAUT executive has formed a new committee to advise on francophone issues in Canadian post-secondary education.

« We're enthusiastic about the opportunities offered through our new committee », said Loretta Czernis, president of CAUT. « Everyone in the academic community is facing the same challenges, but we felt we should be working more closely with our francophone members. We needed a place to meet, to talk and to resolve issues. The francophone committee is that place. »

Czernis said the eight-person membership has been selected to ensure a diversity of voice from large and small francophone institutions, as well as from bilingual universities and francophones teaching in anglophone universities.

CAUT treasurer Greg Allain will chair the committee. Also on the committee are Anne-Marie Bernier (Saint Boniface), Jean-Charles Cachon (Laurentian), Paul Deguire (Moncton), Jeannette Gaudet (St. Thomas), Raymond Laprée (Saint-Paul), Eileen Lohka (Calgary), Ginette Mageau (Ottawa) and Yalla Sangaré (Sainte-Anne). ■

Version française à la page A6.

## Freedom to Publish Campaign Launched

CAUT has launched a freedom to publish campaign to protect open scholarly communication.

« The freedom to publish is as an integral part of academic life », said Loretta Czernis, president of CAUT. « But with growing pressure to veil areas of university work in secrecy, this freedom is now threatened. »

A desire for secrecy was at the heart of the widely-publicized Olivieri case at the University of Toronto, where a pharmaceutical company objected to the release of research that questioned the safety of a new drug therapy.

Not all cases of research suppression are as dramatic, but the long term results can be equally as damaging. University industrial liaison or technology transfer offices often exert varying degrees of pressure on researchers to delay or forgo publishing in favour of maintaining secrecy for the purposes of patent priority and commercialization. While this does not grab headlines in the way the Nancy Olivieri case did, it still represents a challenge to the tradition of open scholarly communication.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS ET PROFESSEURES D'UNIVERSITÉ

The Freedom to Publish  
La liberté de publier

« The ability of scholars to engage in the rapid and unfettered dissemination of their research is vital to the advancement of knowledge », said James Turk, CAUT's executive director. « While most universities ostensibly support that freedom in policy statements, the majority allow funders to restrict publication for extended periods of time. »

The campaign is directed at amending the policy and contractual arrangements at postsecondary institutions in order to strengthen the rights of academic staff to publish or

otherwise disseminate the results of their work.

To assist academic staff associations, CAUT has assembled a campaign kit containing a briefing note and background information on the issue, a bargaining advisory suggesting new collective agreement language on the freedom to disseminate research results, and a draft motion for presentation to senates or academic councils to ensure that institutional policy protects the freedom to publish.

« Our hope is that associations

will bring the matter before senates or academic councils and negotiate appropriate language in their next round of bargaining », Czernis said. « The freedom to publish initiative is an important effort to protect the very thing that makes universities and colleges such rare and important places. » ■

Campaign kits are available from CAUT. For more information on the issue visit online at [www.caut.ca](http://www.caut.ca).

Version française à la page A10.

## U.S. Drops Publishing Rule

THE United States Treasury Department has relaxed the rules requiring American publishers to obtain a license to publish the works of academics and authors from countries under trade embargoes.

The decision comes after a lawsuit was filed in federal court in September by several publishers' groups and Shirin Ebadi, the Iranian human rights activist and 2003 Nobel Prize winner, who was seeking to publish her memoirs in the U.S.

Marc Brodsky, executive director of the American Institute of Physics, which publishes 11 journals, welcomed the decision.

« In this country », he told The Chronicle of Higher Education, « publishers do not have to go to their governments and ask for permission to publish. »

The decision, released in late December, continues to prohibit com-

mercial transactions with the governments of Iran, Cuba and Sudan, but it specifies the restrictions no longer apply to those countries' academic and research institutions and their personnel. »

The U.S. Congress exempted « information or informational materials » from trade embargoes in 1988, but until December the Bush administration had interpreted the exemption narrowly to include only those materials that were « fully created » by sanctioned writers. Any alteration of a work, however minor, was claimed to be in violation of the trade embargo.

Publishers who edited, paid royalties, added photographs or collaborated with authors in embargoed countries faced fines of up to \$1 million U.S. and jail terms of as much as 10 years, if convicted.

That threat prompted a broad

coalition of publishers, academic organizations and free speech advocates to join together in fighting the restrictions. In a joint letter issued last year, they argued the restrictions were not necessary to protect the national security objectives of the U.S., nor were they likely to persuade embargoed countries to adopt policies that advance U.S. interests.

« Indeed, it appears that the restrictions serve no purpose other than to keep Americans ignorant of work done by scientists, writers and artists in certain parts of the world », said the organizations, in their letter. ■

Background: Bulletin report, October 2003, archived online at [www.caut.ca/en/bulletin/issues/2003\\_oct/news/science\\_pub.asp](http://www.caut.ca/en/bulletin/issues/2003_oct/news/science_pub.asp).

Version française à la page A9.

## Le mariage homosexuel et la loi

Suite de la PAGE A3

qu'une telle décision ne devrait pas être adoptée en toute hâte par le Parlement, ni être imposée à la population. Ils font valoir que les enfants du Canada paieront le prix fort pour ce changement. Cette façon de raisonner découle des craintes concernant les changements qui se sont déjà opérés dans la structure moderne de la famille occidentale. La famille nucléaire « heureuse » qu'ils imaginent ne se trouve qu'à la télévision. Nous savons que le taux de divorce atteint à l'heure actuelle près de 38 %. Les mariages entre conjoints de même sexe peuvent très bien contribuer à abaisser les statistiques en matière de divorce.

Après des décennies de débat, l'opinion publique et les décisions judiciaires sont claires : les gays et les lesbiennes devraient pouvoir se marier civilement comme les couples hétérosexuels. Ceux et celles qui ne soutiennent pas la protection contre la discrimination semblent en apparence vouloir prolonger le débat. Mais ce qu'ils veulent en fait, c'est faire traîner les procédures pendant des années et empêcher notre système judiciaire d'affaires qui, comme l'ont dit les professeurs de droit à M. Harper, sont simples. Si M. Harper et ses alliés politiques tentent de se dérober à la clause dérogatoire et de se pourvoir en justice, leurs arguments seront déclarés inconstitutionnels. Il s'agit d'une question fondamentale de droits de la personne.

L'homosexualité est dépénalisée au Canada depuis 35 ans. La nouvelle loi permettra aux Canadiens et aux Canadiennes de réaliser plus de progrès en vue de triompher de notre histoire troublante de discrimination sociale. Une fois que les choses seront un peu rentrées dans l'ordre, nous devrons continuer de lutter pour les droits d'autres groupes aspirant à la même équité. ■

## Enseignement supérieur transfrontières : projet d'assurance de qualité retardé

LES efforts en vue d'établir une série mondiale de lignes directrices régissant l'assurance de la qualité dans le secteur de l'enseignement supérieur transfrontières se sont heurtés à un obstacle le mois dernier lorsque la dernière réunion de rédaction s'est terminée par de profondes divisions entre les principaux intervenants.

Selon l'OCDE et l'UNESCO — les deux organismes qui ont lancé cette initiative l'an dernier — le projet a été créé en réponse à la prolifération des établissements d'enseignement privés et en ligne de qualité douteuse qui sont exploités à l'échelle mondiale.

Cependant, des associations de professeurs et d'autres parties ont critiqué les premières ébauches des lignes directrices parce qu'elles faisaient fi du personnel académique et

qu'elles encourageaient la privatisation de l'enseignement supérieur.

« La première version s'attardait sur la nécessité pour les pays de reconnaître et d'accréditer les fournisseurs à but lucratif », indique David Robinson, directeur général associé de l'ACPPU. « Mais on n'y faisait aucunement mention des droits des employés et on passait sous silence l'importance capitale de la liberté académique dans l'assurance de la qualité de l'enseignement et de la recherche. »

Selon M. Robinson, les dispositions sur la liberté académique et les droits en matière d'emploi se sont renforcées dans la deuxième version des lignes directrices, mais elles ont été considérablement affaiblies à la demande des États-Unis, à la toute fin de la réunion de rédaction du mois dernier.

Ce recul a soulevé un déchaînement de protestations parmi plusieurs délégations pour qui les dernières modifications étaient inacceptables.

« Il n'a jamais été proposé de quelque façon que ce soit, au cours des séances plénières et des ateliers, de modifier la section sur le personnel académique », signale Monique Foulhoux, coordonnatrice de l'enseignement supérieur à l'Internationale de l'Éducation. « Tout le travail a été effectué en coulisse d'une manière très peu démocratique. »

Étant donné l'absence de consensus qui a marqué la fin de la réunion, M. Robinson juge improbable que le délai d'adoption des lignes directrices fixé pour la fin de l'année soit respecté. ■

English on page A10.



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### Mortgage Rates\*

Variable	1.74
1 year	3.69
2 year	3.99
3 year	4.39
5 year	4.70
7 year	4.94
10 year	5.30

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\*Mortgage rates as of February 2005. Rates are subject to change without notice.  
Variable rate for initial 3 months. All other rates are fixed.



## NEWS ACTUALITÉS

# Les étudiants contestent une étude sur l'accès à l'éducation

DES groupes d'étudiants contestent les conclusions d'un rapport de recherche tout récent de Statistique Canada selon lequel le principal obstacle à l'accès aux études postsecondaires n'est pas l'argent, mais les antécédents familiaux.

« Nous ne nions pas que l'argent ne soit pas le seul facteur », dit Ian Boyko, coordonnateur des campagnes de la Fédération canadienne des étudiantes et étudiants. « Mais selon les données que nous avons rassemblées, le financement de l'enseignement postsecondaire est le facteur le plus important et le plus facilement traité par le gouvernement. »

Dans le rapport *Qui poursuit des études supérieures? L'incidence directe et indirecte des antécédents familiaux sur l'accès aux études postsecondaires*,

les chercheurs Ross Finnie, Eric Lascelles et Arthur Sweetman concluent que « la capacité de payer n'est pas nécessairement la principale raison de ne pas poursuivre des études postsecondaires ».

L'étude constate plutôt que les antécédents familiaux (marqués par le niveau de scolarité des parents, le type de famille, le lieu de résidence, la langue et l'ethnicité) conduisent à des résultats intermédiaires tels que la réussite à l'école primaire, les résultats scolaires au niveau secondaire et les attitudes et les comportements connexes qui sont alors en corrélation étroite avec la décision de poursuivre des études postsecondaires.

Les conclusions de l'étude, toutefois, ont suscité de sévères critiques chez les étudiants qui mettent en question la motivation des chercheurs. Selon M. Boyko, Ross Finnie, professeur auxiliaire à l'Université Queen's, « même depuis longtemps une campagne politique pour minimiser l'importance des obstacles financiers ».

En 2002, la Fédération canadienne des étudiantes et étudiants a

publié une réaction « enflammée » à un commentaire de l'Institut C.D. Howe, signé par M. Finnie, dans lequel il proposait d'augmenter le financement des établissements postsecondaires par la voie d'une majoration considérable des droits de scolarité et d'une hausse du maximum des prêts aux étudiants.

Une telle proposition amènerait les étudiants issus de familles à revenu faible et moyen à s'endetter encore davantage, de dire Loretta Czernis, présidente de l'ACPPU.

« Le niveau d'endettement avec lequel une grande partie des étudiants doivent composer à l'heure actuelle pour terminer leurs études constitue déjà un facteur dissuasif », soutient M<sup>me</sup> Czernis. « Nous ne réglerons pas le problème en forçant les étudiants à s'endetter davantage. » ■

La version PDF du rapport de recherche est disponible à l'adresse [www.statcan.ca/89/96/bisole/francais/bisole/canoe-11P0019.MIF2005237](http://www.statcan.ca/89/96/bisole/francais/bisole/canoe-11P0019.MIF2005237).

English on page A2.

## Création d'un comité sur les affaires francophones

LE Comité de direction de l'ACPPU a créé un nouveau comité qui sera chargé de le conseiller sur les affaires francophones du secteur canadien de l'enseignement postsecondaire.

« Nous sommes heureux à l'idée de pouvoir profiter des possibilités que nous offrira notre nouveau comité », a dit Loretta Czernis, présidente de l'ACPPU. « La communauté universitaire au grand complet fait face aux mêmes défis, mais nous avons cru bon de travailler plus étroitement avec nos membres francophones. Il nous fallait une tribune qui nous permettrait de nous rencontrer, d'échanger des idées et de résoudre des questions. Cette tribune, c'est le comité des affaires francophones. »

M<sup>me</sup> Czernis précise que les huit membres du comité ont été choisis de façon à assurer la diversité des voix des grands et des petits établissements francophones, de même que des universités bilingues et des francophones qui enseignent dans les universités anglophones.

La présidence du comité sera confiée au trésorier de l'ACPPU Greg Allain. Siègeront également au comité Anne-Marie Bernier (Saint-Boniface), Jean-Charles Cachon (Laurentienne), Paul Deguire (Moncton), Jeanette Gaudet (St. Thomas), Raymond Laprée (Saint-Paul), Eileen Lohka (Calgary), Ginette Mageau (Ottawa) et Yalla Sangaré (Sainte-Anne). ■

English on page A5.

## Taux de décrochage du secondaire à la hausse

LE taux de décrochage du secondaire est à la hausse dans la plupart des provinces canadiennes, selon la plus récente enquête de Statistique Canada publiée au début de février.

Entre 1997-1998 et 2002-2003, l'enquête révèle que le nombre de diplômés des écoles secondaires a diminué dans toutes les provinces, à l'exception de la Colombie-Britannique, de l'Alberta et de la Saskatchewan. Malgré l'amélioration enregistrée par l'Alberta durant la période quinquennale, seulement 66,5 % des étudiants ont obtenu leur diplôme d'études secondaires en 2002-2003 — le pire résultat de toutes les provinces.

L'Île-du-Prince-Édouard continue d'afficher la plus grande proportion d'étudiants qui ont terminé leurs études, bien que le taux d'ob-

tention du diplôme d'études secondaires ait chuté de 86,5 % à 82,6 % au cours de la période quinquennale visée par l'enquête.

Le taux global d'obtention du diplôme d'études secondaires au Canada, exclusion faite de l'Ontario, est demeuré inchangé à 76,5 % depuis 1997-1998. L'écart entre les hommes et les femmes est demeuré considérable, quoique inchangé. Selon les résultats de l'enquête, 81 % des étudiantes ont obtenu leur diplôme en 2002-2003 contre seulement 70 % chez leur homologues masculins.

Statistique Canada a exclu l'Ontario en raison de la double cohorte d'étudiants qui ont obtenu leur diplôme d'études secondaires en 2002-2003 après l'élimination de la 13<sup>e</sup> année. ■

English on page A11.

## APPEL DE CANDIDATURES CALL FOR NOMINATIONS

### CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2005.

#### Position Vacancies

**President.** Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in faculty association affairs at the local or provincial level.

**Vice-President.** Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

**Three Members-at-Large.** Responsible for undertaking duties as decided by the officers and the executive committee.

**Chair, Academic Freedom and Tenure Committee.** Responsible for chairing the Academic Freedom and Tenure Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties, and shall normally have served at least one year on the committee.

**Chair, Women's Committee.** Responsible for chairing the Women's Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, should have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

#### Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chairs is two years.

#### Nomination Procedure

Nominations should be sent to: Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2. Fax: (613) 820-7244.

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca).

#### Nomination Deadline 1 March 2005

Note: Information on release time is available at [www.caut.ca/en/policies/release\\_time.asp](http://www.caut.ca/en/policies/release_time.asp).

### Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2005.

#### Les postes vacants

**La présidence.** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

**La vice-présidence.** La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

**Trois membres ordinaires.** Chargés d'exercer les fonctions définies par les dirigeants et le Comité de direction.

**La présidence du Comité de la liberté académique et de la permanence de l'emploi.** Le titulaire doit présider le Comité de la liberté académique et de la permanence de l'emploi et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. De plus, ils doivent normalement avoir siégé au comité depuis au moins un an.

**La présidence du Comité des femmes.** Le titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au comité depuis au moins un an.

#### Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des présidents des comités est de deux ans.

#### Méthode de mise en candidature

Prière d'envoyer les candidatures à : M. Gordon Shrimpton, président, Comité des élections et résolutions, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2. Téléc. (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à [www.acpu.ca](http://www.acpu.ca).

#### La date limite 1<sup>er</sup> mars 2005

Les renseignements au sujet du dégelage se trouvent à : [www.acpu.ca/fr/policies/release\\_time.asp](http://www.acpu.ca/fr/policies/release_time.asp).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université





## NEWS ACTUALITÉS

## Rae Report Calls for Higher Tuition, More Debt

Ontario urged to boost spending, but students to pay more.

STUDENTS in Ontario say the long awaited report on the province's post-secondary education system confirms their worst fears by urging higher tuition fees and more student debt.

The report — Ontario: A Leader in Learning — is the culmination of a government-appointed review headed by the former provincial NDP leader Bob Rae. It recommends maintaining the current tuition freeze, but only until the student assistance system is reformed and loan limits are raised. Then, the report says, the government should deregulate tuition, giving universities and colleges the right to set fees at whatever levels they wish.

"The bottom line is higher fees and more debt for students and their families," said Jesse Greener, Ontario chairperson of the Canadian Federation of Students.

Greener said Rae's call for tuition deregulation and higher loan limits mirrors recent developments in the United Kingdom where "access has suffered and low-income students have borne the brunt of the reforms."

The report also calls on the provincial government to boost funding to universities and colleges by \$1.3 billion over the next three years in order to deal with a "seriously underfunded" post-secondary education system and to bring Ontario's per student funding levels up to the national average.

"When you look at how other provinces and other countries fund their systems, and are likely to fund their systems in the future, Ontario is below the average, and that is simply not good enough," Rae concluded.

Michael Doucet of the Ontario Confederation of University Faculty Associations said Rae's report highlights the funding crisis facing universities and colleges in the province.

"The system has been hanging on by its fingernails far too long," Doucet said. "Now it's time for the pro-

vincial government to follow up on its promise to make education a top priority and show us the money."

Leah Casselman, president of the Ontario Public Service Employees Union, also welcomed the suggested funding increases, but said the report should have dealt with the exploitation of part-time workers in the community colleges who are prohibited from joining unions.

"The report fails to address the unchecked discrimination, harassment and human rights abuses against part-time workers who should have the right to join a union like other workers," Casselman said.

Other recommendations in the report include a plan to hire more faculty and a \$300 million overhaul of student assistance programs, including the creation of provincial learning bonds and up-front grants for low-income students.

Greener said students would welcome the introduction of a new grants program, but warned that not enough students in need would benefit because of low eligibility thresholds.

"Only families earning less than \$22,615 would be eligible," Greener said. "Students from households with family income between \$22,615 and \$35,000 would receive only a portion of the full grant. Anyone over \$35,000 will have to finance their education exclusively through loans."

CAUT president Loretta Czernis said the Rae report rightly highlights the low levels of public funding, but should have also focused on ways to reduce tuition.

"Throughout the report, Rae assumes tuition fees will have to go up, and go up substantially," she said. "But there's nothing inevitable about this. It's a political decision — whether we pay for post-secondary education fairly and equitably through the tax system, or whether we force students and their families, regardless of their ability, to pay more and more out of their pockets." ■

On the Net: [www.raereview.on.ca](http://www.raereview.on.ca).

## Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this list by vote of the Association's Annual Meeting.

### AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so

long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

### AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCOROIA SEMINARY MISSOURI	April 1975(49-S9)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-S0)	1979
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
TALLAPOOSA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-S0)	1987
HILLISALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-S4)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
DEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-S3)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
SENECA COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	January-February 1998(70-75)	1999
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(32-39)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	May-June 1995(40-S0)	1995
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	July-August 1995(65-73)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	May-June 1996(41-46)	1996
MINNEAPOLIS COLLEGE OF ART AND DESIGN	July-August 1996(51-60)	1997
BRIGHAM YOUNG UNIVERSITY	May-June 1997(53-S8)	1997
UNIVERSITY OF THE DISTRICT OF COLUMBIA	September-October 1997(52-71)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998(46-S5)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1998(56-62)	1998
ALBERTUS MAGNUS COLLEGE CONNECTICUT	May-June 1999(46-S0)	1999
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2000(54-63)	2000
TIFFIN UNIVERSITY OHIO	January-February 2001(63-77)	2001
UNIVERSITY OF OUSBUQUE IOWA	January-February 2002(53-63)	2002
PHILANDER SMITH COLLEGE ARKANSAS	September-October 2001(62-73)	2002
	January-February 2004(57-68)	2004

## Judgement Against Vancouver College

THE B.C. Supreme Court last month ruled that Vancouver Community College violated the College and Institute Act by failing to consult the college's Education Council.

Madame Justice J. Allan's Jan. 19 decision said the college board, by not seeking advice first from the council, "has improperly attempted to circumvent the legislation by developing a policy that removes any input of the Education Council." She went on to term the college's action an "evisceration" of the council's advisory role.

"We took this case to court because it was such a flagrant violation of both the letter and spirit of the act," said VCC faculty association president Lizz Lindsay. "If we allowed this to

go unchallenged, our administration would be emboldened to take the same unilateral action on a number of issues where they should be formally and properly consulting."

"Education councils are analogous to university senates," Lindsay added. "Colleges are becoming more and more like universities as they move into granting degrees, and there should be more consultation than the law sets out, not less."

Lindsay said the union hopes "this decision sends a clear message to VCC's administration and board, and perhaps others, to reevaluate the way they have been operating, and become supporters of both the letter and the spirit of the act."

In addition to winning its case, VCCFA was awarded its costs. ■





The University of Windsor, foreground, with Detroit Michigan across the river

# Good neah geburs

The rustic Old English term *neah gebur* (meaning *near/neighbor* and *farmer*) explains the somewhat odd spelling of the common word we pronounce as "nā'ber." Then, as now, the term implied a helpful and friendly resource, someone available to lend assistance in the cause of mutual advancement.

And that is one resource that is amply available at the University of Windsor, both in terms of the local campus and of the near neighbours at several major universities in Michigan and Ontario. In fact, few Canadian universities offer a greater diversity of nearby international libraries, researchers, and resources. Windsor has long been one of Canada's most culturally diverse cities, known for its welcoming acceptance. It's also one of Canada's most generous communities that for decades held records in charitable giving. That not only makes it a great place to live; it also fosters excellent "town and gown" collaboration and research partnerships.

If you'd like to learn more about the career opportunities in our vibrant and welcoming *neahgebur*-hood, you'll find a willing and helpful resource in Professor Brian Mazer, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or you can log onto our Web site any time.

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## NEWS

### LETTERS

#### Making Room for Baby

I read the President's Column ("Envisioning a Family-Friendly Campus," Bulletin, December 2004) with a profound sense of relief. I feel very fortunate to work in a family-friendly environment at Wilfrid Laurier University. My situation is out of the ordinary, perhaps. I had three children within four years of completing my PhD, and was recently successful in my application for tenure. Various onlookers seemed to think this had to do with some superhuman ability on my part. Of course this is not the case.

Of the many factors that made this possible, the supportive, helpful and flexible environment that I encountered at Wilfrid Laurier has been crucial. My tenure clock was stopped for any maternity leave taken. News of (another!) pregnancy was met with delight, rather than the scorn I have heard can greet such news in other institutions.

When I chose not to take a leave with my third child, but to continue nursing, I was told the department would do whatever it

could to help make this possible. This meant that Ariel was very much part of the department for a few months, whether being baby-sat in my office or jiggled through a meeting. I was never given the impression this was an irritation, and this arrangement allowed me to continue teaching, serve as graduate officer, and care for my newborn.

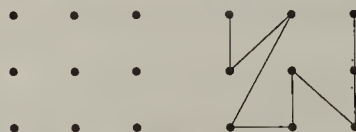
Finally, I am fortunate to have role models of both women and men who have been able to balance an academic career and several children. Female graduate students regularly ask me, inevitably in an embarrassed undertone, how it is possible to manage academic work and a family. By virtue of the fact that they ask me, I hope that simply by being there, by being academics who are also parents to young children, we help to make families more plausible to the next generation of scholars. At the same time, I always urge those young women to seek their careers in similar family-friendly institutions.

FAYDRA SHAPIRO  
Religion & Culture  
Wilfrid Laurier University

### HOMEWORK!

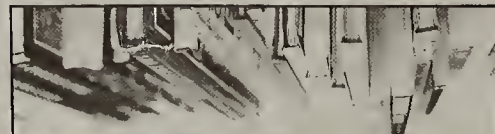
#### The Longest Path

You are given a board with nine pegs in a square 3 x 3 array. A string goes from one peg to the next in straight segments to join all nine of them. An example of how this is done is given in the diagram below.



What should the configuration be to make the path as long as possible? The string should meet each peg exactly once and should not cross itself. There are eight segments. The distance between horizontally and vertically adjacent pegs is 1 unit, the distance between diagonally adjacent pegs is about 1.41 units, and the distance between a corner peg and a peg in the middle of an opposite side is about 2.24 units.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A10.



#### 20-22 October 2005 • Ottawa Negotiating the Changing Culture of Academic Librarianship

This biennial CAUT conference will address the issues of a culture in transition – from identifying and analyzing the factors of change to the workplace implications of change and how to negotiate its impact over employment contracts.

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**Deadline for Submissions 27 February 2005**

Contact: Judith Cameron, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2  
Telephone: 613/820-2270 Fax: 613/820-7244 Email: [cameron@caut.ca](mailto:cameron@caut.ca)

This conference sponsored by the Canadian Association of University Teachers.



## ACTUALITÉS

Huntington Faculty  
Vote to Unionize

THE Ontario Labour Relations Board has certified Laurentian University Faculty Association to represent 35 academic staff members at Huntington University.

On Dec. 1, Huntington faculty overwhelmingly voted to form a union with LUFA. Following the election, the university raised several objections with the labour board, including challenging the composition of the bargaining unit, but all objections were later dropped.

Huntington, a liberal arts institution in Northern Ontario, is one of three smaller universities federated with Laurentian.

LUFA president Peter Simpson cheered what he called a "resounding victory" of the Huntington decision.

"Huntington's full and part-time academic staff members prevailed in their attempts to unionize," Simpson said. "This was the last non-unionized part of the Laurentian University federation. Now we're able to say that all academic staff on campus are represented."

LUFA now represents more than 500 full and part-time academic staff members and will soon be negotiating to secure a first contract for its members at Huntington.

All four of LUFA's bargaining units — Laurentian, Sudbury, Thorneloe and Huntington — will be bargaining at the same time, Simpson said. ■

Version française à la page A5.

Les É.-U. lèvent l'embargo  
sur les publications

Le département américain du Trésor a assoupli la réglementation en vertu de laquelle les éditeurs américains doivent obtenir une autorisation pour publier les travaux des universitaires et des auteurs des pays tombant sous le coup de l'embargo commercial.

La décision a été rendue après que plusieurs groupes d'éditeurs et Shirin Ebadi, activiste iranienne des droits de la personne et lauréate du prix Nobel de 2003, qui souhaitait publier ses mémoires aux États-Unis, eurent engagé une poursuite devant la cour fédérale américaine en septembre dernier.

Marc Brodsky, directeur général de l'American Institute of Physics, éditeur de onze revues spécialisées, a fait bon accueil à la décision.

Il a déclaré au *Chronicle of Higher Education* que, « dans ce pays, les éditeurs n'ont pas besoin de demander à leur gouvernement la permission de publier un écrit ».

La décision, rendue publique à la fin de décembre, continue d'interdire les activités commerciales avec les gouvernements de l'Iran, de Cuba et du Soudan, mais elle précise que les restrictions ne s'appliquent plus « aux universités et aux établissements de recherche de ces pays et à leur personnel ».

Le Congrès américain a exempté « l'information ou les documents d'information » de l'application des embargos commerciaux en 1988, mais jusqu'en décembre dernier l'ad-

ministration Bush avait interprété l'exemption de façon restrictive de sorte à inclure seulement les documents qui étaient « entièrement créés » par des auteurs accrédités. Toute modification apportée à une œuvre, si mineure qu'elle soit, était considérée comme une violation de l'embargo commercial.

Les éditeurs qui publiaient l'œuvre d'auteurs des pays sous embargo, qui leur versaient des redevances, qui collaboraient avec eux ou même qui ajoutaient des photos à leurs publications étaient passibles d'amendes maximales de 1 million de dollars et de peines d'emprisonnement de dix ans.

Cette menace a amené une vaste coalition d'éditeurs, d'organisations universitaires et de défenseurs de la liberté de parole à s'unir pour lutter contre les restrictions. Dans une lettre commune publiée l'année dernière, ils soutenaient que les restrictions n'étaient pas nécessaires pour protéger les objectifs des États-Unis en matière de sécurité nationale et qu'elles n'étaient pas susceptibles de persuader les pays sous embargo d'adopter des politiques qui défendent les intérêts américains.

« En fait, il semble bien que ces restrictions ne feraient que priver les Américains de l'œuvre des scientifiques, auteurs et artistes de certaines régions du monde », faisaient valoir les organisations dans leur lettre. ■

English on page A5.

Academic freedom  
has a long history.

"Academic freedom is a modern term for an ancient idea. Although the struggle for freedom in teaching can be traced at least as far back as Socrates' eloquent defense of himself against the charge of corrupting the youth of Athens, its continuous history is concurrent with the history of universities since the twelfth century."

— Richard Hofstadter

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### Answer to Homework!

From page A8. Here are two long paths. There can be at most two segments of length of 2.24 units. The length of the first path is about 12.11 units and of the second about 10.06 units.



This problem was used at the 2004 KappAbel final competition for pupils in Grades 8 and 9 of Denmark, Finland, Iceland, Norway and Sweden.

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## NEWS ACTUALITÉS

### Quality Assurance Plan Delayed

An attempt to draw up a global set of guidelines governing quality assurance in cross-border higher education hit a snag last month when the final drafting meeting ended with sharp divisions among the key players.

OECD and UNESCO—the two agencies which launched the initiative last year—say the QA project is a response to the growing number of private and online educational institutions of questionable quality now operating globally.

However, faculty associations and others criticized earlier drafts of the guidelines for ignoring academic staff and for promoting the privatization of higher education.

"The first draft had a lot to say about the need for countries to recognize and accredit for-profit providers," said David Robinson, associate executive director of CAUT. "But there was absolutely no mention of employees' rights and nothing about the critical importance of academic freedom in ensuring quality teaching and research."

He said strong language on academic freedom and employment rights found its way into the second draft of the guidelines, but it was significantly weakened at the insistence of the United States in the dying moments of last month's drafting meeting. That unleashed a storm of protest from several delegations who

argued the final amendment language was not acceptable.

"At no point in the plenary sessions or in the workshops did any proposal to change the section on academic staff come forward," said Monique Foulhoux, higher education coordinator with Education International. "This was all done behind the scenes in a very undemocratic manner."

Robinson said the lack of consensus that emerged at the end of the meeting means it is unlikely the deadline set for the adoption of the guidelines by the end of this year will be met. ■

Version française à la page A5.

### Lancement d'une campagne pour la liberté de publier

L'ACPPU a lancé une campagne en faveur de la liberté de publier afin de protéger les communications savantes ouvertes.

« La liberté de publier est partie intégrante de la vie universitaire », soutient Loretta Czernis, présidente de l'ACPPU. « Mais face aux pressions croissantes exercées pour entourer de secret les domaines des travaux universitaires, cette liberté est maintenant menacée. »

La quête de confidentialité était au cœur même de l'affaire Olivier à l'Université de Toronto, dont les médias ont fait grand. On se rappellera que dans ce cas une société pharmaceutique s'opposait à la publication d'une recherche qui mettait en question la sécurité d'une nouvelle pharmacothérapie.

Les cas de bannissement des résultats de recherche ne sont pas tous aussi graves, mais les conséquences à long terme peuvent être tout aussi préjudiciables. Les bureaux universitaires chargés des relations avec l'industrie ou du transfert de la technologie exercent souvent des pressions à des degrés divers sur les chercheurs pour que ceux-ci retardent la

publication des résultats, ou y renoncent complètement, dans le but de maintenir la confidentialité à des fins de brevetabilité et de commercialisation. Bien que cette question ne fasse pas la manchette au même titre que l'affaire Nancy Olivier, elle remet quand même en cause la tradition des communications savantes ouvertes.

« Il est crucial pour l'avancement des connaissances que les chercheurs soient libres de diffuser rapidement et sans entraves les résultats de leurs recherches », affirme James Turk, directeur général de l'ACPPU. « Si la plupart des universités soutiennent manifestement cette liberté dans les énoncés de principes, la majorité permet aux bailleurs de fonds de restreindre la publication pendant de longues périodes. »

La campagne vise à amender les dispositions des politiques et des contrats adoptées au sein des établissements postsecondaires de façon à renforcer les droits dont est investi le personnel académique de publier ou de diffuser d'une façon ou d'une autre les résultats de recherche.

En vue d'aider les associations membres, l'ACPPU a assemblé pour la campagne une trousse qui renferme un exposé et des renseignements généraux sur la question, un document d'information recommandant de nouvelles dispositions à insérer dans les conventions collectives sur la liberté de publier les résultats de recherche, ainsi qu'une résolution type à présenter aux sénats ou aux conseils universitaires afin de s'assurer que les politiques de l'institution protègent la liberté de publier.

« Ce que nous souhaitons, c'est que les associations portent la question devant le sénat ou le conseil universitaire et négocient le langage approprié lors de la prochaine série de négociations », explique Mme Czernis. « La liberté de publier est une mesure de protection capitale de la chose même qui fait des universités et des collèges des endroits uniques et importants. » ■

Vous pouvez vous procurer des troupes auprès de l'ACPPU. Pour en savoir plus sur la campagne, consultez le site [www.caut.ca](http://www.caut.ca).  
English on page A5.

### L'ACPPU crée un prix pour services émérites

L'ACPPU décernera dorénavant un nouveau prix national destiné à récompenser le talent d'universitaires exceptionnels. Ce prix sera accordé à des universitaires qui illustrent l'excellence dans tous les aspects de la profession d'enseignant, de chercheur et de fournisseur d'un service communautaire et universitaire. Le prix sera présenté tous les ans à un universitaire choisi par le Conseil de l'ACPPU.

Le lauréat recevra une plaque et une rétribution de 1 000 \$ en plus d'être invité à prononcer devant le Conseil un discours qui sera publié et diffusé par l'ACPPU.

« L'ACPPU est ravie d'annoncer ce nouveau prix », déclare la présidente de l'ACPPU, Loretta Czernis. « En créant le prix pour services émérites, l'ACPPU vient réaffirmer que l'enseignement, la recherche et le service sont les aspects interdépendants et nécessaires du travail universitaire. »

Et d'ajouter : « Nous voulons mettre en vedette des universitaires dont le savoir-faire exhaustif est exceptionnel dans tous les aspects de notre travail. »

Mme Czernis explique qu'un jury formé de trois anciens présidents de l'ACPPU recevra et étudiera les mises en candidature et recommandera un candidat à l'assemblée du Conseil de l'automne. Le prix sera remis au début de l'année suivante lors de l'assemblée du Conseil du printemps.

L'ACPPU invitera à proposer des candidats dans des lettres adressées aux associations membres et des annonces publiées dans le *Bulletin de l'ACPPU* et son site web.

« Le jury étudiera les candidatures proposées au cours de l'été et fera part de sa recommandation à l'assemblée du Conseil de novembre », conclut Mme Czernis. ■

Traduit de l'article « CAUT Announces Distinguished Academic Award » (*Bulletin de l'ACPPU*, janvier 2005).

### International Women's Day

INTERNATIONAL Women's Day is an occasion marked by women's groups around the world. March 8 is also commemorated at the UN and is designated in many countries as a national holiday.

IWD is the story of ordinary women as makers of history; it is rooted in the centuries-old struggle of women to participate in society on an equal footing with men. In ancient Greece, Lysistrata initiated a sex strike against men in order to end war; during the French Revolution, Parisian women calling for "liberty, equality, fraternity" marched on Versailles to demand women's suffrage. The idea of IWD first arose at the turn of the last century, which in the industrialized world was a period of expansion and turbulence, booming population growth and radical ideologies. It was formally recognized by the UN in 1977.

Canada will celebrate International Women's Week March 6-12, with the highlight being International Women's Day March 8. ■



## NEWS ACTUALITÉS

## High School Dropout Rate Rises



**H**IGH school dropout rates are on the rise in most provinces in Canada, according to the latest Statistics Canada survey released at the beginning of February.

Between 1997–1998 and 2002–2003, the survey says the number of people graduating from secondary schools declined in all provinces except British Columbia, Alberta and Saskatchewan. Despite Alberta's improvement during the five-year period, only 66.5 per cent of students graduated from high

school in 2002–2003 — the worst showing of any province.

Prince Edward Island continues to have the best record of students successfully completing their studies, although the graduation rate fell in the survey's five years from 86.5 per cent to 82.6 per cent.

The overall graduation rate in Canada, excluding Ontario, was 76.5 per cent, unchanged from 1997–1998. The gender gap remained significant, but unchanged. According to the survey, 81 per cent of female stu-

dents received diplomas in 2002–2003 compared with just 70 per cent of their male counterparts.

Statistics Canada, which calculates the graduation rates in each jurisdiction by dividing the number of graduates of any given age by the total population of that age, excluded Ontario in its release because a double cohort graduated in 2002–2003 after the elimination of Grade 13. ■

Version française à la page A6.

## York Condemned for Use of Police Force at Rally

From PAGE A1

ordered people to disperse, but were ignored.

"Shortly thereafter in what appeared to be a coordinated strategy, the police surrounded the central group and started to herd them by pushing into the crowd," Jeffers said. "They appeared to be trying to get their hands on the leaders of the group."

"One of these was pulled out and held down by two policemen while a third repeatedly punched the student. This took place within three feet of me."

York University Faculty Association president Arthur Hilliker said since the Jan. 20 incident, gatherings have become a daily event in Vari Hall, "including press conferences, appearances by social activists like Judy Rebick and a performance by the faculty-organized Megaphone Choir."

On Jan. 27, York's senate passed two resolutions — that senate express its disapproval of the administration's decision to invite police onto campus to deal with an otherwise peaceful demonstration, and that senate's disapproval be communicated to York's board of governors and the chief of the Toronto Police Services.

The administration's response has been to continue to justify the police intervention on the grounds that nearby classes and exams were being disrupted. However, written accounts by several faculty members who taught in the immediate area during the demonstration claim that no classes were cancelled and no examinations were interrupted.

"Background for this conflict between the administration and York's faculty and students has been the university's updated Temporary Use of University Space Policy, approved by the board of governors in August 2004," said Nick Lary, YUFA's vice-president external.

The policy includes general principles relating to safety and security, damages, compliance, and associated procedures and applications for sponsored events, which groups and individuals must complete to use university space and facilities. Application forms list "demonstration" as a type of event for which an applicant can seek approval, along with other events like barbecues and picnics, art exhibitions, film presentations, dinners, socials, dances, visits of dignitaries and meetings.

"But such large open areas as the Bear Pit Lounge (York's traditional venue for expressions of opinion and dissent), the atria and foyers of York's new Technology Enhanced Learning Building and the entrance and Rotunda of Vari Hall, are effectively excluded by the administration's claims concerning 'pedestrian traffic' and 'sound amplification' — in particular, 'the use of megaphones,'" said YUFA's communication officer Jay Rahn.

"Moreover, the administration's claims concerning the disruptive effect of sound amplification equipment allow booking such spaces only during weekends or during the May to August time frame, when few passersby would witness a demonstration."

There are further constraints, including a requirement that venues be requested at least 30 days in

advance, and that only officially sanctioned organizations are authorized to make a request. Additionally, York's 53 pages of space use procedures forbids the use of candles in common areas within buildings — ruling out the possibility of a silent candlelight vigil.

According to Rahn, a second source of conflict has been the administration's implementation of this policy.

"Although the administration insists that students abide by the rules, its uneven application of the policy has some up in arms," Rahn said. "According to the regulations, if the Jan. 20 demonstration was an instance of 'serious misconduct,' the vice-president (students) would have immediately convened the university discipline tribunal. Instead, the administration invited the police onto campus. Moreover, the administration has not enforced its policy prohibiting sound amplification, as evidenced by the daily demonstrations since Jan. 20 and several non-academic events it has sponsored in the last few years."

At a Jan. 31 meeting, the YUFA executive voted to call on the York administration to respect public, common space at the university and to rescind the Temporary Use of University Space Policy, and asked for CAUT's assistance in supporting and promoting academic freedom and freedom of expression at York. ■

YUFA has posted a statement of concern on its web site regarding the administration's response to the Jan. 20 anti-Bush demonstration. See petition and signatures on page A4. Final signatures are available at [www.yufa.org/newspetition.html](http://www.yufa.org/newspetition.html).

## APPEL DE CANDIDATURES CALL FOR NOMINATIONS

## CAUT Treasurer

Nominations are being sought for election to the CAUT officer position of Treasurer to fill the second year of the current treasurer's two-year term. Individual affiliated members and associate members of CAUT are entitled to run for the office of treasurer and to make nominations. The election for Treasurer will take place at the CAUT Council meeting in Ottawa in April 2005.

## The Position

Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of CAUT.

## Nomination Procedure

Nominations should be sent to:  
Professor Gordon Shrimpton  
Chair, Elections and Resolutions Committee  
Canadian Association of University Teachers  
2675 Queensview Drive  
Ottawa, Ontario K2B 8K2  
Fax: (613) 820-7244

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca).

## Deadline 1 March 2005

Information on release time is available at [www.caut.ca/en/policies/release.asp](http://www.caut.ca/en/policies/release.asp).

## Trésorier de l'ACPPU

Nous sollicitons des candidatures pour le poste de trésorier (dernière année du mandat actuel de deux ans). Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. L'élection du trésorier se tiendra à l'occasion de l'Assemblée du Conseil de l'ACPPU qui aura lieu à Ottawa en avril 2005.

## Le poste

La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'ACPPU.

## Méthode de mise en candidature

Prière d'envoyer les candidatures à:  
M. Gordon Shrimpton  
Président, Comité des élections et résolutions  
Association canadienne des professeurs et professeurs d'université  
2675, promenade Queensview  
Ottawa (Ontario) K2B 8K2  
Télé: (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature: (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à [www.acppu.ca](http://www.acppu.ca).

La date limite 1<sup>er</sup> mars 2005

Les renseignements au sujet du dégageement se trouvent à: [www.acppu.ca/fr/policies/release.asp](http://www.acppu.ca/fr/policies/release.asp).

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université



## The Listserv for Canadian Academic Librarians

CAUTLib, the listserv of CAUT's Librarians Committee, offers a forum for academic librarians across the country to share information and opinions on topics of interest.

## Join Today...

Participation in the list is open to members and associate members of CAUT. Correspondence is encouraged in French and English. Active involvement by academic librarians in the discussion is necessary to make this listserv an effective and valuable communication tool. We look forward to your participation!

## Contact CAUT...

The list is managed by Lais Mackenzie at CAUT. For more information about this list and how to participate in the discussion, email her at [mackenz@caut.ca](mailto:mackenz@caut.ca).





# CARRIÈRE

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**■ ACCOUNTANCY**—University of Waterloo. Applications are being accepted for tenure-track positions at the Assistant Professor, Associate Professor or Professor level in Accounting beginning after June 30, 2005. The successful candidate will have a PhD in Accounting (completed or near completion) and an actively developing research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is February 28, 2005. Send curriculum vitae to: Professor A.K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ AGRIBUSINESS & AGRICULTURAL ECONOMICS**—University of Manitoba. The Department of Agribusiness and Agricultural Economics, Faculty of Agricultural and Food Sciences at the University of Manitoba invites applications for a full time tenure-track appointment in policy and related areas at the rank of Assistant/Associate Professor. This position is to commence July 1, 2005. The successful applicant, who holds a PhD or equivalent, should have the ability to cover a number of policy and business areas such as marketing or finance, and is expected to teach in a variety of areas at the degree, diploma and graduate program levels depending on needs of the Department, and, as well, carry out graduate supervision, a productive research program and outreach activities. A record of performance in teaching, research or extension is desirable. The Department offers a full range of undergraduate, graduate and diploma programs. The Department is recognized nationally and internationally and is well equipped to enrich its research and teaching. Further information about the Department can be obtained from [http://www.umanitoba.ca/faculties/af/agric\\_economics/](http://www.umanitoba.ca/faculties/af/agric_economics/). Winnipeg is a vibrant city with rich cultural and recreational opportunities. It combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are attractive by North American standards. Applications for this position must include a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates should also include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. The letter of application, curriculum vitae, summary of teaching experience and interests, evidence for the quality of teaching and the names and addresses (including email address, telephone and fax numbers) of three referees should be sent directly to: Dr. Milton S. Boyd, Chair of Search Committee, Department of Agribusiness and Agricultural Economics, University of Manitoba, Winnipeg, Manitoba R3T 2N2; email: boym, waikentine@umanitoba.ca; Phone: (204) 474-9436; Fax: (204) 261-7253. Please specify position number ALG159 on all correspondence. Review of applications will begin on January 31st with a closing date for applications of March 1, 2005. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

**■ ANTHROPOLOGY**—University of Toronto at Scarborough. The University of Toronto at Scarborough, Department of Social Sciences, invites applications for a tenure-stream position in biological anthropology at the rank of Assistant Professor, commencing July 1, 2005. Applicants must have a teaching background in biological anthropology, osteology, and growth and development, and have an ongoing active research program with a record of published research. Applicants with a research focus on one or more of the following areas may be preferred: growth and development in past populations, maternal and child health in past populations, and aging and degenerative diseases of the skeleton. Research programs utilizing dental microstructure and/or bone histology, or microimaging techniques are particularly welcome. Candidates must have a PhD in Anthropology by the time of appointment and an excellent record of research and teaching. The appointment is at the University of Toronto at Scarborough, which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The mandate of the Department of Social Sciences is to promote scholarship at the confluence of these four disciplines. Towards this end, the Department has established interdisciplinary programs in each of the disciplines as well as interdisciplinary programs like Health

Studies. The successful candidate will offer students the opportunity to conduct research in a disciplinary program offered by the Department of Social Sciences and students in our Health Studies program. As well, the successful candidate will be a member of the appropriate graduate department (Anthropology, Geography, Political Science, or Sociology) at the University of Toronto and will be expected to teach and supervise graduate students on the downtown campus. Additional information on the Department of Social Sciences can be obtained at: <http://www.mscutoronto.ca/~socialsci/>. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The Search Committee will begin reviewing applications after February 25, 2005. Candidates should send a letter of interest, a Curriculum Vitae, teaching and research statements, and a writing sample and ask three referees to write on their behalf. Application by email is preferred: [minority@utoronto.ca](mailto:minority@utoronto.ca). Alternatively, the regular mail address is Professor John Miron, Chair, Department of Social Sciences, UTSO, 1265 Military Trail, Toronto Canada M1C 1A4. Fax: 416-287-7283.

**■ ANTHROPOLOGY**—University of Toronto at Scarborough. The University of Toronto at Scarborough, Department of Social Sciences, invites applications for a tenure-stream position in biological anthropology at the rank of Assistant Professor, commencing July 1, 2005. Applicants must have a teaching background in biological anthropology, osteology, and growth and development, and have an ongoing active research program with a record of published research. Applicants with a research focus on one or more of the following areas may be preferred: growth and development in past populations, maternal and child health in past populations, and aging and degenerative diseases of the skeleton. Research programs utilizing dental microstructure and/or bone histology, or microimaging techniques are particularly welcome. Candidates must have a PhD in Anthropology by the time of appointment and an excellent record of research and teaching. The appointment is at the University of Toronto at Scarborough, which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The University of Toronto offers the opportunity to conduct research in a disciplinary program offered by the Department of Social Sciences and students in our Health Studies program. As well, the successful candidate will be a member of the appropriate graduate department (Anthropology, Geography, Political Science, or Sociology) at the University of Toronto and will be expected to teach and supervise graduate students on the downtown campus as well as in the undergraduate program at Scarborough. Additional information on the Department can be obtained through the World Wide Web at: <http://www.mscutoronto.ca/~socialsci/>. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The Search Committee will begin reviewing applications after February 25, 2005. Candidates should send a letter of interest, a Curriculum Vitae, teaching and research statements, and a writing sample and ask three referees to write on their behalf. Application by email is preferred: [minority@utoronto.ca](mailto:minority@utoronto.ca). Alternatively, the regular mail address is Professor John Miron, Chair, Department of Social Sciences, UTSO, 1265 Military Trail, Toronto Canada M1C 1A4. Fax: 416-287-7283.

**■ APPLIED LANGUAGE STUDIES**—Brook University. The Department of Applied Language Studies in the Faculty of the Humanities at Brock University invites applications for a probationary tenure-track position, at the rank of Assistant or Associate Professor, in Speech-Language Pathology. All qualified applicants will be considered; however, the Department is particularly interested in candidates with research experience in one or more of the following areas: augmentative and alternative communication, child language disorders, fluency and speech or voice science. Responsibilities include sustaining an active program of research in the candidate's area of specialty, attracting external research funding, teaching at the undergraduate level, and providing service to the community. The successful candidate must hold a PhD degree in Speech-Language Pathology or a related field and be eligible for registration with CASLP; post-doctoral research experience is an asset. We seek candidates who can provide a strong academic program of research and scholarship, of teaching experience, and of enthusiasm and drive to help move the program to a higher level. The Department of Applied Language Studies offers undergraduate studies in Applied Linguistics, Hearing Sciences, Speech and Language Sciences, and teaching as well as a Second/Foreign Language (ESL), and a post-baccalaureate certificate program for Communication Disorders (CDA). Graduates in Speech and Language Sciences compete successfully for admission to graduate programs in Speech-Language Pathology across Canada and the United States. The Department is planning toward the development of its own professional program in Speech-Language Pathology, leading to the Master of Arts (MA) degree. Opportunities abound for collaborative research with other departments within the University and Clinical Speech within the Regions of Niagara and Hamilton. Brock University is situated on the beautiful Niagara escarpment, a 30-minute drive to Niagara Falls and the Canada-U.S. border, and within a 90-minute drive to Toronto, Ontario. The effective start date for this appointment is July 1, 2005. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses and contact information for three referees to: Dr. Richard J. Welland, Chair, Department of Applied Language Studies, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario L2S 3A1; <http://www.brocku.ca/appliedlang>. The deadline for receipt of applications is February 28, 2005. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website [www.brocku.ca](http://www.brocku.ca).

**■ ANTHROPOLOGY**—University of Toronto at Scarborough. The University of Toronto at Scarborough, Department of Social Sciences, invites applications for a tenure-stream position in biological anthropology at the rank of Assistant Professor, commencing July 1, 2005. Applicants must have a teaching background in biological anthropology, osteology, and growth and development, and have an ongoing active research program with a record of published research. Applicants with a research focus on one or more of the following areas may be preferred: growth and development in past populations, maternal and child health in past populations, and aging and degenerative diseases of the skeleton. Research programs utilizing dental microstructure and/or bone histology, or microimaging techniques are particularly welcome. Candidates must have a PhD in Anthropology by the time of appointment and an excellent record of research and teaching. The appointment is at the University of Toronto at Scarborough, which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The mandate of the Department of Social Sciences is to promote scholarship at the confluence of these four disciplines. Towards this end, the Department has established interdisciplinary programs in each of the disciplines as well as interdisciplinary programs like Health

## DALHOUSIE UNIVERSITY

### Three Faculty Positions School of Architecture

The School of Architecture at Dalhousie University in Halifax, Canada offers an accredited graduate professional degree program in architecture, and post-professional master's degrees in architecture and environmental design. Located within a Faculty of Architecture and Planning, the School emphasizes a strong design orientation, an integrated approach to teaching humanities, representation, technology, and professional practice, and co-operative studies that integrate work experience with academic courses.

The School of Architecture invites applications for three positions in design teaching, with additional concentrations in humanities, representation, or technology.

#### Position 1: Design + Humanities

The successful candidate will have a professional degree in architecture and an advanced graduate degree in a field related to the position. Preference will be given to candidates with a PhD. The candidate will demonstrate distinction in the practice and teaching of architecture, and promise for excellence in design, teaching, and research. The portfolio of work will demonstrate a program of scholarly research and publication, with links to practice and teaching in architectural design.

#### Position 2: Design + Representation

The successful candidate will have a professional degree in architecture and an advanced graduate degree in a field related to the position. The candidate will demonstrate distinction in the practice and teaching of architecture, and promise for excellence in design, teaching, and research. The portfolio of work will demonstrate a creative integration of digital media and representational techniques with architectural design in practice and teaching.

#### Position 3: Design + Technology

The successful candidate will have a professional degree in architecture and either professional registration in architecture or an advanced graduate degree in a field related to the position. The candidate will demonstrate distinction in the practice and teaching of architecture, and promise for excellence in design, teaching, and research. The portfolio of work will demonstrate a creative integration of building technology with architectural design in practice and teaching.

These are full-time, tenure-track appointments, at the level of Assistant Professor or Associate Professor based on experience. The candidates will be expected to teach architectural design studios, develop mandatory courses and electives in their area of expertise, supervise graduate students, develop in area of research, and contribute to curriculum development in design and in their area of expertise.

Applications must include a statement of teaching and research orientation, a full curriculum vitae including address, telephone and e-mail address, a portfolio including design work, teaching, and publications, and the names and contact information for three referees. The applicant must indicate the specific position or positions sought. Applications must be received by April 15, 2005. Send application packages to:

Professor Christine Macy  
Chair of Appointments Committee  
School of Architecture, Dalhousie University  
5410 Spring Garden Road  
Halifax, Nova Scotia, Canada B3J 1E7

More information about the School and its activities can be found at [archplan.dal.ca](http://archplan.dal.ca). General inquiries should be directed to Martha Barnstead, Administrative Secretary to the Dean of the Faculty of Architecture and Planning, Dalhousie University; e-mail: [martha.barnstead@dal.ca](mailto:martha.barnstead@dal.ca); telephone: (902) 494-3210.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity Act organization. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

**DALHOUSIE UNIVERSITY**  
Inspiring Minds

## Athabasca University

### Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 30,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Athabasca, AB.

#### Assistant Professor, e-Commerce

#### Centre for Commerce and Administrative Studies

The Assistant Professor, e-Commerce will be part of a highly motivated team advancing technological boundaries in undergraduate business education and global delivery of our online Bachelor of Commerce, e-Commerce major. The successful candidate will possess a PhD (or be near completion) in e-commerce, supply chain management, information systems or a related discipline. A strong commitment to e-commerce teaching and research, and expertise in intellectual property, ethics and international aspects of online business activities, are assets. An ability to collaborate with a team in the development of a comprehensive e-Commerce program is necessary, along with the capacity to prototype e-Commerce and e-business practices.

Please refer to the full job profile on our Web site at: [www.athabascau.ca/jobprofiles](http://www.athabascau.ca/jobprofiles)

This is a full-time tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Further information about this position may be obtained from Dr. David Annand at (780) 675-6133 or via e-mail: [devid@athabascau.ca](mailto:devid@athabascau.ca)

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae and the names and addresses of three referees, quoting Competition #CA-APE-0110. Applications should be e-mailed to the Human Resources Advisor, Human Resources, at [resume@athabascau.ca](mailto:resume@athabascau.ca). The position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications in March, 2005.

Athabasca University develops and maintains an environment that supports and values conditions for individuals traditionally under-represented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

[www.athabascau.ca](http://www.athabascau.ca)



## CAREERS CARRIÈRES

led candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with visible minorities, persons with disabilities, and Aboriginal people.

**ARCHITECTURE**—University of Manitoba, The Department of City Planning, Faculty of Architecture, invites nomination of applications for a tenure-track position, at the rank of Assistant Professor, in the area of Community/Urban Design, beginning July 1st 2005. We seek an exceptional individual with a vision of city planning by community design, a passion for integral planning and design and a calling to Boyer's four scholarship (NB A fuller description of the position, including duties, requirements, desires and context — including a working definition of community design — is available at [http://www.umanitoba.ca/adm/human\\_resources/University\\_of\\_Manitoba\\_Human\\_Resources/](http://www.umanitoba.ca/adm/human_resources/University_of_Manitoba_Human_Resources/)). The successful candidate will have at least a graduate-level degree — in planning, design or a related field — and a substantial body of exemplary applicable practice. While a doctoral qualification would be desirable, it is not a requirement, but exceptional strength, and commitment to excellence, in design, teaching and community/urban design practice. Appointment is full-time, or part-time, for membership in the Canadian Institute of Planners. Salary will be commensurate with experience and qualifications. A publication and/or research track record, especially in terms of participatory action research, would be desirable. Successful teaching experience in an undergraduate or graduate institution is highly desired. In addition to teaching studies, the successful candidate should be capable of leading at least one of the required core courses in both the undergraduate and graduate programs, and should bring a new complementary research specialty to the Department, ideally involving an international and/or Aboriginal planning/design dimension. A strong service ethic, including community outreach capacity and conviction, is essential. Other position requirements include an ability to supervise a range of these and practice, and to provide effective departmental representation on Faculty and University committees. Interested applicants should elaborate on their vision, passion and calling in a concise cover letter (encompassing career objectives, philosophy of teaching and learning, and scholarly aspirations), and provide accompanying evidence — in a portfolio — of professional, scholarly and teaching accomplishments, selected to respond to stated position requirements or desires. The cover letter should reference Position No. ALO 441, and should also be accompanied by a full curriculum vitae, and the names and contact information of at least three references should be sent to Dr. Ian Wright, Chair, City Planning Search Committee (ALO 441), Department of City Planning, Room 2018 John A. Russell Building, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba R3T 2N2; Tel: (204) 474-7051; Fax: (204) 474-7332; E-mail: [ian.wright@umanitoba.ca](mailto:ian.wright@umanitoba.ca). Applications are due by January 17th, 2005, when the Search Committee will begin to consider all applications in hand. Although applications will be accepted until the position is filled, only those submitted by the due date will be assured full consideration. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the "Freedom of Information and Protection of Privacy Act (M-1060)".

**ART** — McMaster University, The School of the Arts at McMaster University invites applications from broadly trained art historians, for a tenure-track appointment, at the rank of Assistant Professor, in East Asian art. The university is particularly interested in candidates who specialize in Chinese or Japanese art. Interests in Cultural Studies and/or Globalization would be advantageous. McMaster University is a research-intensive university and the successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined program of research that will result in publication. Applicants must be capable of teaching undergraduate courses, including an integrated global art survey course and upper-level lectures and seminar courses in his/her area of specialization. The starting date for the appointment is 1 July 2005, when the minimum salary for an assistant professor will be adjusted from the current floor of \$49,861. Applications, including a curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Hayden Maginnis, Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M2. Applications received by February 28, 2005 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

**ATMOSPHERIC MODELLING** — University of Waterloo, The University of Waterloo has an immediate tenure track position in Atmospheric-Terrrestrial Modelling. We seek an outstanding candidate to assist in building a strong research program in modeling climate-related atmospheric-terrestrial interactions. Preference will be given to research areas that complement existing atmospheric, and environmental hydrologic and geochronological programs in the Faculty of Science. Appointment is at the Assistant Professor level but outstanding candidates will also be considered at the Associate Professor level. Evaluation of candidates will continue until the position is filled. A complete application must include a curriculum vitae of the candidate, a statement outlining the collaborative nature of the re-

search program, two recent publications and the names of at least three referees. The Department of Earth Sciences at the University of Waterloo has a well-funded and diverse research program involving 20 full time faculty members, 8 research faculty members, 35 research staff and over 60 graduate students. The successful candidate will be eligible to join the Waterloo Centre for Atmospheric Sciences (<http://science.uwaterloo.ca/wcas/>), a consortium of academic, public and private sector scientists engaged in regional atmospheric modelling, laboratory based research and atmospheric remote sensing. Interdepartmental links and research are encouraged at the University of Waterloo. Active collaborations and cross-appointments exist with researchers in other departments including Civil, Mechanical and Chemical Engineering, Biology, Chemistry, Geography and Computer Science. Waterloo also hosts the Canadian Water Network, a national Network of Centres of Excellence (<http://www.cwn-ec.ca/>). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applicants should be directed to Dr. Sherry Schiff, Chair Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (email: [klaire@ccr.uwaterloo.ca](mailto:klaire@ccr.uwaterloo.ca)).

## B

**BEHAVIOURAL NEUROSCIENCE/PHYSICS** — University of Lethbridge. The University of Lethbridge is seeking applications for an MRI Scientist position to be appointed to the Department of Psychology and Neuroscience with a cross-appointment to the Department of Physics. The position is a three-year term at the rank of Assistant Professor, to begin July 1, 2005, subject to budgetary approval. A PhD in Physics, specializing in magnetic resonance (MRI) research,

is required. Also required is a background in MRI imaging hardware operation and in installation. MR spectroscopy, small animal MR imaging, radio-frequency coil design, and experience working in a multidisciplinary environment including life sciences. The successful candidate will be responsible for managing the MRI imaging facilities at the Canadian Centre for Behavioural Neuroscience (<http://ccbn.uhsc.ca/>), and will be expected to provide input on design of the new brain imaging facility and on installation of MR hardware and design. Teaching duties will include courses on principles of MRI imaging and fundamentals of biophysics for science students, as well as the instruction of students and researchers in MRI theory and techniques. Research duties will include collaboration on neuroscience applications of MRI imaging and spectroscopy with humans and small animals. The successful candidate will also be expected to conduct research on novel methods for MR imaging, and should have the potential to develop a strong externally funded research program. Opportunities exist for the supervision of graduate students. New Faculty members are eligible for institutional funding in support of research and scholarly activities. Located in southern Alberta near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, visit our web site at [www.uhsc.ca](http://www.uhsc.ca). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment.

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English & Modern Languages  
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Competition #04-194

Mathematics & Statistics  
Full-Time, Ongoing  
Competition #04-195  
Competition #04-196

For further information about these positions visit our website at:  
<http://www.cariboo.bc.ca/hr/job.htm>

We wish to thank all applicants; however, only those under consideration will be contacted.

[www.cariboo.bc.ca](http://www.cariboo.bc.ca)



UNIVERSITY COLLEGE  
of the FRASER VALLEY

## Business Administration Faculty

The Department of Business Administration invites applications for a full-time faculty position to teach Marketing, commencing August 1, 2005.

The successful candidate will teach upper and lower-level courses in the B.B.A. and B.A. (Aviation) programs, including Market Research, Consumer Research, Promotion, Introductory Marketing, Professional Selling and Industrial Marketing.

Requirements are Master's or Ph.D., post secondary teaching experience, and a strong commitment to scholarly research.

For information about the department and of the position, please visit UCCV's website at [www.uccv.ca](http://www.uccv.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The salary range is \$48,666 - \$72,257 annually.

Applicants should send a summary of teaching and other relevant experience, a curriculum vitae and the e-mail addresses of 3 potential referees, to: Dr. Roger Blackman, Special Advisor to the Dean, Faculty of Arts and Social Sciences, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, and email a copy to [blackman@sfu.ca](mailto:blackman@sfu.ca). Review of applications will begin on February 20, 2005 and continue until suitable candidates have been identified. These positions are subject to budgetary approval. Although all qualified candidates are encouraged to apply, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## Chaire de recherche du Canada (niveau II)

## Arts interdisciplinaires

La Faculté des beaux-arts recherche un ou une artiste qui œuvre dans les pratiques transdisciplinaires pour devenir titulaire d'une chaire de recherche du Canada et occuper un poste de professeur menant à la permanence. Son expérience peut porter sur les arts visuels, la performance, le design, le cinéma ou la vidéo, les technologies en émergence ou les arts interactifs. Un intérêt attesté pour les questions transnationales ou liées à la diaspora sera un atout.

Les candidats et candidates doivent démontrer leur capacité d'acquiescer une notoriété internationale d'ici cinq ans et, suivant les termes du programme des CRC niveau II, avoir obtenu leur diplôme terminal il y a moins de dix ans.

La Faculté des beaux-arts ([www.foa.concordia.ca](http://www.foa.concordia.ca)) offre des programmes en enseignement de l'art, histoire de l'art, cinéma, danse contemporaine, thérapies par les arts, art du design, création numérique en beaux-arts, musique, arts plastiques et théâtre. De plus, l'Université Concordia participe activement aux activités d'Hexagram ([www.hexagram.org](http://www.hexagram.org)), un Institut de recherche et de création en arts et technologies médiatiques d'avant-garde.

Le ou la titulaire contribuera aux activités de la Faculté en assumant notamment des tâches d'enseignement, d'encadrement des étudiants de 2<sup>e</sup> et 3<sup>e</sup> cycles et de développement de programmes d'études supérieures. Sous réserve de l'approbation de sa nomination par les responsables du programme des CRC, son entrée en fonction est prévue pour juin 2006, bien qu'elle puisse éventuellement commencer à enseigner avant cette date.

Les candidats doivent posséder une maîtrise en beaux-arts ou un diplôme terminal dans un domaine pertinent, ou une expérience équivalente; ils ont, de préférence, l'expérience de la recherche et de l'enseignement, et comptent à leur actif un dossier de publication. La langue de travail à l'Université Concordia est l'anglais, mais il est souhaitable de pouvoir s'exprimer en français.

Le dossier de candidature doit comprendre un CV, un échantillon représentatif de ses travaux de création, des critiques ou des articles pertinents, un texte énonçant ses objectifs de recherche et de création ainsi que les coordonnées de trois personnes pouvant fournir des références. Les candidats sélectionnés devront faire une présentation en public. Date limite de réception des dossiers: 15 mars 2005.

Renseignements:  
M<sup>me</sup> Liselyn Adams  
[liselyn@vax2.concordia.ca](mailto:liselyn@vax2.concordia.ca)

Adresse de correspondance:  
M<sup>me</sup> Liselyn Adams, Présidente du Comité de recrutement des CRC  
Faculté des beaux-arts  
Université Concordia VA-250  
1395, boul. René-Lévesque Ouest  
Montréal (Québec) H3G 2M5

Ce poste est soumis aux conditions du Programme des chaires de recherche du Canada ainsi qu'à l'approbation de ses examinateurs et comités. [www.chairs.gc.ca](http://www.chairs.gc.ca)

L'Université Concordia souscrit au principe de l'équité en matière d'emploi.



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Simon Fraser University  
Faculty of Arts & Social Sciences  
Faculty Positions in Explorations

The Faculty of Arts and Social Sciences at Simon Fraser University is creating Explorations, an interdisciplinary undergraduate program at its new Surrey campus. Explorations will be offered to a cohort of entering students who will be introduced to a variety of subjects through innovative teaching methods and small group activities including community outreach. Additional program details can be found at [www.surrey.sfu.ca/academc/arts/index.html](http://www.surrey.sfu.ca/academc/arts/index.html)

We invite applications for the position of Director of Explorations and for 2-3 instructional positions in this exciting new program.

Applicants should have interdisciplinary scholarly achievements in one or more of the humanities and social science disciplines, and must have a graduate degree, preferably a PhD. Applicants for the position of Director should have administrative experience that includes curriculum development. The Director will supply academic leadership and have primary administrative responsibility for the program, as well as teaching in it. The successful applicants for both Director and instructional positions will have an excellent record of teaching and be committed to pedagogical innovations that enhance the undergraduate learning experience. Their approach to scholarship must be truly interdisciplinary, and they must have the confidence and competence to reflect that breadth in their teaching. They should also value team teaching. The term, level and scope of appointment and the level of remuneration will depend on the qualifications and seniority of the successful candidates.

Applicants should send a summary of teaching and other relevant experience, a curriculum vitae and the e-mail addresses of 3 potential referees, to: Dr. Roger Blackman, Special Advisor to the Dean, Faculty of Arts and Social Sciences, Simon Fraser University, 8888 University Drive, Burnaby, B.C. V5A 1S6, and email a copy to [blackman@sfu.ca](mailto:blackman@sfu.ca). Review of applications will begin on February 20, 2005 and continue until suitable candidates have been identified. These positions are subject to budgetary approval. Although all qualified candidates are encouraged to apply, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.





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## College of Education

is recommended for a Canada Research Chair (<http://www.chairs.gc.ca/webprogram/eng/index.asp>). The program offers awards and the opportunity to apply for major equipment funding through the Canadian Institutes of Health Research (CIHR). The successful applicant will be expected to contribute to undergraduate and graduate education as well as to research and maintain an externally funded research program. Applicants should forward a curriculum vitae, a letter of interest, and teaching interests, copies of major publications and arrange to have three letters of reference sent to the following address: Science Search, c/o Ms. Louise Sabat, Department of Biology, McGill University, 1205 Doctor Penfield Avenue, Montreal, Quebec H3A 1B1, Canada. The application deadline is February 28, 2006. In accordance with the Access to Information Act, this advertisement is directed to the first instance to Canadian citizens and landed immigrants who are interested in the position. We are encouraged to apply.

**BIOSTATISTICS – University of Waterloo.** An Assistant Professorship position of post-doctoral fellow in biostatistics to be held in the Department of Biostatistics at the University of Waterloo. This fellowship is aimed at supporting the development of new statistical methods for epidemiology and public health research for the analyses of event history data. Event history data is the term used to describe longitudinal data sets and timing of events occurring over the life course. The position is a full-time, mostly part-time. Through its Center for International Business Studies, the Faculty of Business at the University of Waterloo works with fourteen European universities, as well as some in Mexico. The Faculty of Business is also a member of the Association to Advance Collegiate Schools of International Accreditation. For additional information about our Faculty please visit our website: <http://www.uwaterloo.ca/business/>. The University of Waterloo is the largest university in Atlantic Canada, offering diverse graduate and undergraduate programs to more than 17,000 students. As the province's only university, it plays an integral role in the educational and cultural life of the province and Labrador. Memorial provides a stimulating environment for learning in St. John's. It has a strong commitment to providing a vibrant cultural life and easy access to a range of outdoor activities. Filing this position advertisement does not constitute an offer of employment. All applications must be accompanied by curriculum vitae and the names of three referees, should be received by the Human Resources Department no later than January 20, 2006. Applications will be reviewed commencing January 2005; however, applications may be accepted on an ongoing basis. For further information please call (709) 737-4853 or e-mail [gordon.munich@mun.ca](mailto:gordon.munich@mun.ca).

**POSTDOCTORAL RESEARCHER IN BIOLOGY.** Iqbal, However, Canada grants and permanent residents will be given priority. Memorial University is an equal opportunity employer and encourages applications from qualified women and men, visible minorities, aboriginal people, persons with disabilities, and



## CAREERS CARRIÈRES

## ■ BUSINESS ENTREPRENEURSHIP — Brock University

Brock University invites applications for a probationary tenure-track position in Entrepreneurship at the assistant or associate professor level, starting July 1, 2005. This position is subject to budgetary approval. Qualifications include a doctorate completed or near completion. Candidates in all specialty areas of Entrepreneurship are encouraged to apply. Position level and salary are commensurate with the applicant's qualifications. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one-hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. The Department of Organizational Behaviour, Human Resources, Entrepreneurship, and Ethics has twelve fulltime faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has approximately 65 fulltime members, offers four graduate programs: MBA and MBA International Students program, plus a Master of Accounting and International Master of Accounting. The Faculty of Business also offers two undergraduate programs: BA in Accounting and BA in Business Administration and BA in Business Administration and BA in Business Administration and BA in Business Administration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications are accepted until the position is filled. Submit your application and curriculum vitae, along with the names of three references, a description of teaching philosophy, a summary of any publications or relevant activities, and signed letters of reference received directly from three external referees, by February 28, 2005, to: Dr. Michael Hempstead, Chair, Chemistry/Natural Science Search Committee, Department of Chemistry, Faculty of Science and Engineering, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5950. All positions at York University are subject to budgetary approval.

## ■ BUSINESS MARKETING — Brock University

Brock University invites applications for a probationary tenure-track position in Marketing at the assistant or associate professor level, starting July 1, 2005. This position is subject to budgetary approval. Qualifications include a doctorate completed or near completion. Candidates in all specialty areas of Marketing are encouraged to apply. Position level and salary are commensurate with the applicant's qualifications. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one-hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. The Department of Organizational Behaviour, Human Resources, Entrepreneurship, and Ethics has twelve fulltime faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has approximately 65 fulltime members, offers four graduate programs: MBA and MBA International Students program, plus a Master of Accounting and International Master of Accounting. The Faculty of Business also offers two undergraduate programs: BA in Accounting and BA in Business Administration and BA in Business Administration and BA in Business Administration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications are accepted until the position is filled. Submit your application and curriculum vitae, along with the names of three references, a description of teaching philosophy, a summary of any publications or relevant activities, and signed letters of reference received directly from three external referees, by February 28, 2005, to: Dr. Michael Hempstead, Chair, Chemistry/Natural Science Search Committee, Department of Chemistry, Faculty of Science and Engineering, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5950. All positions at York University are subject to budgetary approval.

## ■ CHEMICAL &amp; MATERIALS ENGINEERING — University of Alberta

Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level in the area of process systems engineering. The position will be available July 1, 2005. Candidates must have the ability to conduct both independent and cooperative research, develop viable and productive research programs, and to teach both undergraduate and graduate courses. As a component of their research effort, the successful candidate is expected to collaborate in research programs within the scope of the NSERC / Mitacs Industrial Research Chair in Computer Process Control, which is held by Professor Sarah L. Shah, The Department of Chemical and Materials Engineering at the University of Alberta is one of the premier research intensive departments of its kind in Canada. Our faculty complement is 38, with approximately 150 graduate students and 70 other researchers. The current research strengths within the department include surface and colloidal science, computational fluid dynamics, reaction engineering and catalysis, process control and hydrogen fuel cells. For information about our Department, please consult our website at [www.chemeng.ualberta.ca/](http://www.chemeng.ualberta.ca/). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A curriculum vitae, the names of three confidential references, and a statement of current research interests and plans for future research should be sent to: Dr. J. F. Forbes, Department of Chemical & Materials Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6. The position is currently open and applications will be considered as they are received and until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

be considered as they are received and until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## ■ CHEMICAL ENGINEERING — McMaster University

The Department of Chemical Engineering at McMaster University is seeking an outstanding individual for a proposed NSERC Industrial Research Chair at the rank of Associate or Full Professor. Applicants will be expected to play a major role in developing industrial funding to support the proposed chair. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to process systems engineering, process modeling and optimization, process monitoring, multivariate statistical analysis, and process control. The successful candidate will be able to participate in the Advanced Control Consortium with the existing faculty and 20 other leading experts in the field. The successful candidate will also be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and e-mail addresses) to: Dr. Andrew Hryniak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community. All qualified individuals are encouraged to apply. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the position has been filled. For more information about the department, please consult <http://www.chemeng.mcmaster.ca>.

## ■ CIVIL ENGINEERING — University of Waterloo

The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analysis of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Structures. The successful candidate must have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses. Candidates are invited to submit a detailed curriculum vitae, along with a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

## ■ CIVIL ENGINEERING — University of Waterloo

The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses. Candidates are invited to submit a detailed curriculum vitae, along with a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothberg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

## ■ COMMUNICATION — University of Ottawa

The Faculty of Arts of the University of Ottawa welcomes candidates for the position of Director of the Department of Communication. The Department is expanding and offers undergraduate and graduate programs in both media and organizational studies. The successful candidate will be able to project and to achieve a vision of the role this discipline shall play within our Faculty and our University, both of which are embarking on new strategic paths. Candidates should hold a PhD, have a significant body of publications and a strong record of research funding, possess administrative and university experience, and be fluent in English and French. Hiring will be at the rank of Associate or Full Professor in a tenure-track position. The starting date is July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University Policy. Each applicant should submit a curriculum vitae, examples of recent publications and arrange for three confidential letters of recommendation to be sent separately by February 25, 2005 to: Dr. George Lang, Dean of Arts, University of Ottawa, 60 University Street, Ottawa, ON K1N 6N5.

## ■ COMMUNICATION — Université d'Ottawa

La Faculté des arts de l'Université d'Ottawa sollicite des candidatures pour le poste de directeur ou directrice du Département de communication. Le Département est en pleine expansion et offre des programmes de 1er et de 2e cycle dans les domaines des médias et de la communication organisationnelle. La personne choisie sera capable d'élaborer et de mettre en œuvre une vision d'avenir pour cette discipline au sein de la Faculté et de l'Université, qui sont elles-mêmes actuellement en processus de planification stratégique. Les candidats doivent être titulaires d'un doctorat, posséder un fort dossier de publications, avoir obtenu des fonds de recherche, avoir une bonne expérience universitaire et administrative, et maîtriser la français et l'anglais. L'embauche se fera au rang d'associé ou de professeur à temps plein. Les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

## Sessional Assistant Lecturer

## DEPARTMENT OF CHEMISTRY

The Faculty of Science and Engineering is a progressive, dynamic environment with over 155 faculty members. It has engaged in teaching and research activities for over forty years. Further information about the Faculty can be found at [www.science.yorku.ca](http://www.science.yorku.ca).

Applications are invited for a 3-year alternate-stream, contractually limited appointment at the Sessional Assistant Lecturer level in the Department of Chemistry to teach primarily in the Division of Natural Science. Further information about these units can be found at [www.chem.yorku.ca](http://www.chem.yorku.ca) and [www.nats.yorku.ca](http://www.nats.yorku.ca). This position will commence July 1, 2005 and run until June 30, 2008.

Candidates will have a PhD and relevant experience in chemistry or a closely related scientific field. The successful candidate will be expected to have demonstrated the ability to effectively teach both science and non-science students. Experience in outreach and recruiting activities would be an asset. The incumbent will also be expected to assist in student advising, and in the administration of existing and future programs in the Division of Natural Science.

Please send a curriculum vitae, a description of teaching philosophy, a summary of any publications or relevant activities, and signed letters of reference received directly from three external referees, by February 28, 2005, to: Dr. Michael Hempstead, Chair, Chemistry/Natural Science Search Committee, Department of Chemistry, Faculty of Science and Engineering, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5950. All positions at York University are subject to budgetary approval.

York University is an Affirmative Action Employer. The Affirmative Action program can be found on York's website at [www.yorku.ca/sadinfo](http://www.yorku.ca/sadinfo) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority for all positions.

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OF MANITOBA

CANADA RESEARCH CHAIRS  
FACULTY OF SCIENCE

The University of Manitoba seeks applications or nominations for Two Tier I Canada Research Chairs. These Chairs are established by the Government of Canada to foster world class research excellence in Canadian universities ([www.chairs.gc.ca](http://www.chairs.gc.ca)). Each appointment will be at the rank of Associate or Full Professor, and be tenured or tenure-stream as appropriate. Both Chairs will be located in the Faculty of Science. Details about current research strengths and infrastructure can be found at [www.umanitoba.ca/faculties/science](http://www.umanitoba.ca/faculties/science) and [www.umanitoba.ca/admin/vp\\_research/strategieplan\\_current.pdf](http://www.umanitoba.ca/admin/vp_research/strategieplan_current.pdf).

## Advanced Materials

This Chair will be expected to pursue a vigorous research program in a field of experimental or theoretical Materials Science. The program should complement existing research strengths which include, among others, nanoscience, surfaces and interfaces, magnetism, complex fluids, soft matter, electronic materials, and energy-related materials. It is expected that the appointment will be in either Chemistry or Physics & Astronomy, ideally with a cross appointment to one or more additional departments. This position represents an exciting opportunity for experienced scientists who are recognized internationally as leaders in their field. Materials Science is a major thrust in the University's strategic research plan, and there are currently six Chair holders in this area. With reduced teaching and administrative duties, the Chair will have the opportunity to take a leadership role in the development of an internationally recognized Materials Research Centre, and promote interdisciplinary research within the Faculty and across the University.

## Structural Biology

This Chair will be expected to pursue a vigorous research program in Structural Biology. The program should strengthen or complement existing research strengths in structure and function which include, among others, protein NMR spectrometry, protein X-ray crystallography, and cryo-electron microscopy, or be in emerging areas such as the development and use of new nanoscale techniques to characterize biological processes. It is expected that the appointment will be in Botany, Chemistry, Microbiology, Physics & Astronomy, or Zoology, ideally with a cross appointment to one or more additional departments. Structural Biology is an area of strategic importance to the University, and this position represents an exciting opportunity for experienced scientists who are recognized internationally as leaders in their field. There are currently two CRC Chair holders in this area. With reduced teaching and administrative duties, the Chair will have the opportunity to take a leadership role in promoting interdisciplinary research at the interface of biology, chemistry and physics within the Faculty and across the University. Research facilities include access to 600 and 500 MHz NMR spectrometers, mass spectrometers, a 200 kV cryo-electron microscope, and the Canadian Light Source in Saskatoon.

## Application Procedures

Applications including a brief description of a research plan, curriculum vitae and the names of three references should be sent to: Professor M. Whitmore, Dean, Faculty of Science, University of Manitoba, Winnipeg, MB, Canada R3T 2N2. Email: [Mark\\_Whitmore@umanitoba.ca](mailto:Mark_Whitmore@umanitoba.ca) or phone: (204) 474-9348.

The review of applications will begin in March 2005, and will continue until the position is filled. Successful applicants must hold a Ph.D. All Chairs are subject to review and final approval by the CRC Secretariat.

Winnipeg is the largest city in the Province of Manitoba. The city has a rich cultural environment, including symphony, opera, dance, theatre, and ethnic festivals. In addition to affordable housing, the region provides excellent opportunities for outdoor recreation in all seasons. Learn more about the city of Winnipeg at [www.city.winnipeg.mb.ca](http://www.city.winnipeg.mb.ca).

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

www.umanitoba.ca



## CAREERS CARRERES

aux résidents permanents. L'université a une politique d'équité en matière d'emploi. Les demandes, accompagnées d'un curriculum vitae et d'un échafaudage de publications (si elles existent), doivent parvenir au plus tard le 25 février 2005 à M. George Lang, doyen de la Faculté des arts, Université d'Ottawa, 50, rue Université, Ottawa, ON K1N 6N5.

■ **COMMUNICATIONS** — Simon Fraser University. The School of Communication invites applications for a tenure-track position at the rank of Assistant Professor in the area of political economy, critical policy analysis of cultural and communication industries and technologies. The successful candidate will have national and international focus on at least two of the following areas: history and theory of political economy; comparative analysis of communication industries and regulatory regimes; international communication and global media governance. Candidates should have a PhD in communication, or a cognate field, with demonstrated skill in undergraduate teaching, including communication research methods. Candidates will be expected to supervise, mentor and teach graduate students, and to participate in the governance and affairs of the School. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization. Applicants should include a CV, a statement of research and teaching interests, and a sample of published work (or a work prepared for publication). Letters from three referees should be sent directly to the School. Applications must be received by February 25, 2005, addressed to: Dr.

Martin Luba, Director, School of Communication, Simon Fraser University, 8888 University Ave., Burnaby, BC V5A 1S6 Canada.

■ **COMMUNICATIONS STUDIES** — Brock University. The Department of Communications, Popular Culture and Film at Brock University invites applications to one probationary tenure-track appointment in Communications Studies at the rank of Assistant Professor, effective July 1, 2005. The position is subject to final budgetary approval. A thriving interdisciplinary unit with more than 700 majors, the department offers undergraduate programs in Communications (Business Communications/Digital Culture/Media, Culture & Society streams), Film Studies and Popular Culture (for more information see our website: [www.brocku.ca/cpc/](http://www.brocku.ca/cpc/)). The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture. A PhD (in hand or nearing completion) in a relevant discipline is required, together with evidence of successful teaching experience and research potential. In addition to teaching undergraduate courses in interpersonal, organizational, and business communication, the successful candidate will be expected to develop a strong program of research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in affairs of the department. The successful candidates may also have the opportunity to teach and supervise students in the MA program. Applicants should submit by 15 February, 2005, a letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, selected reprints and preprints of published work, and arrange for three letters of reference to be sent to: Professor Marian Bredin, Chair, Department of Communications, Popular Culture and Film, Brock University, 1800 College Ave., St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents

will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

■ **COMMUNICATIONS STUDIES** — Brock University. The Department of Communications, Popular Culture and Film at Brock University invites applications for one probationary tenure-track appointment in Communications Studies at the rank of Assistant Professor, effective July 1, 2005. The position is subject to final budgetary approval. A thriving interdisciplinary unit with more than 700 majors, the department offers undergraduate programs in Communications (Business Communications/Digital Culture/Media, Culture & Society streams), Film Studies and Popular Culture (for more information see our website: [www.brocku.ca/cpc/](http://www.brocku.ca/cpc/)). The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture. A PhD in a relevant discipline is required, together with evidence of successful teaching experience and research potential. In addition to teaching undergraduate courses in interpersonal, organizational, and business communication, the successful candidate will be expected to develop a strong program of research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in affairs of the department. The successful candidates may also have the opportunity to teach and supervise students in the MA program. Applicants should submit by 15 February, 2005, a letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, selected reprints and preprints of published work, and arrange for three letters of reference to be sent to: Professor Marian Bredin, Chair, Department of Communications, Popular Culture and Film,

Brock University, St. Catharines, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply. More information on Brock University can be found on the University's website: [www.brocku.ca/](http://www.brocku.ca/).

■ **COMMUNICATIONS, POPULAR CULTURE & FILM** — Brock University. The Department of Communications, Popular Culture and Film at Brock University invites applications for a probationary (tenure-track) appointment in Communications Studies, Film Studies and Popular Culture (for more information see our website: [www.brocku.ca/cpc/](http://www.brocku.ca/cpc/)). The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture. A PhD (in hand or nearing completion) in a discipline relevant to Film Studies is required, together with evidence of successful teaching experience and research potential. In addition to teaching undergraduate courses in interpersonal, organizational, and business communication, the successful candidate will be expected to develop a strong externally-funded program of research and scholarship in the area of expertise, contribute to curriculum development, and participate fully in the affairs of the department. It is also expected that the successful candidate will teach and supervise students in the MA program. Applicants should submit by 15 February, 2005, a letter of application accompanied by a curriculum vitae, a plan of proposed research, summaries of teaching evaluations, selected reprints and preprints of published work, and arrange for three letters of reference to be sent to: Professor Barry Grant, Appointments Committee Chair, Department of Communications, Popular Culture and Film, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

■ **COMPUTER SCIENCE** — University of Waterloo. The Department of Computer Science at the University of Waterloo invites applications for an appointment at the rank of Associate or Full Professor in the area of Human-Computer Interaction. The Department intends to nominate the successful candidate to a Tier 1, Canada Research Chair in this area. Successful candidates are open to all nationalities (<http://www.chairs.gc.ca/>). Appointments will be made at the rank of Associate or Full Professor, to begin July 1, 2005 or thereafter. We consider demonstrated excellence in both research and teaching to be of prime importance. Candidates must have a PhD in computer science or other relevant field, and must demonstrate an ability to pursue innovative research, and a strong commitment to graduate and undergraduate teaching. Our vibrant HCI research group has a strong international reputation and over 20 graduate students, and has close ties to other departments and the University. The successful candidate will enhance the depth and breadth of this group. Salaries are competitive with other North American peers and will be determined according to the successful applicants' experience and qualifications. Applicants should reference DCS C9C-839-003 and include a curriculum vitae, a list of publications, and the names and addresses of at least three references. Please send by email, postcard or PDF only to facultysearch@uwaterloo.ca or by post to Faculty Recruiting Committee, Department of Computer Science, University of Waterloo, 10 King's College Road, Rm. 3303, Toronto, Ontario M5S 3G4 Canada. The review of applications will commence on January 10, 2005 and will continue until the position is filled. Applications should be received by March 1, 2005 for full consideration during the current recruitment cycle. The University of Waterloo is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE** — University of Winnipeg. The Department of Applied Computer Science at the University of Winnipeg invites applications for a probationary tenure-track position in Applied Computer Science at the rank of Assistant Professor. Applicants must have a PhD in Computer Science or a closely related field by the starting date of the appointment. We are particularly interested in candidates in the application, systems and foundational areas, but applications from candidates in all areas of computing research are welcome. The candidate is expected to teach in one or more undergraduate subjects at various levels. Applicants must have a strong commitment to excellence in teaching and research, have a formal grounding in traditional computing subjects and be capable of contributing to the expansion of our curriculum. Subject to budgetary approval, the position will be effective from July 1, 2005. Salary levels will be commensurate with qualifications and experience. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, non-discrimination and diversity. The University is committed to employment equity, to be a place of learning and work that includes all qualified individuals, including women and men, persons with disabilities, and persons with disabilities. All qualified candidates are encouraged to apply. All qualified Canadian citizens and permanent residents of Canada are given priority. The selection committee will begin reviewing applications on February 25, 2005 and continue until the position is filled. Interested candidates should send their curriculum vitae, three letters of reference, statements on teaching and research, and a copy of relevant publications by February 28, 2005 to: Dr. Fung-Yee Chan, Chair, Department of Applied Computer Science, and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 5E9, Fax: 204 774 8957, email: [fchan@uwinnipeg.ca](mailto:fchan@uwinnipeg.ca).

■ **COMPUTER SCIENCE** — University of Waterloo. The University of Waterloo invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of human-computer interaction, bioinformatics, security computing, and software security. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in computer science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments

## Join BC's Newest University

In April 2005, the University College of the Cariboo will become Thompson Rivers University, British Columbia's newest and fourth largest university. The main campus is located in Kamloops, an affordable growing city of over 60,000, on the heart of the southern interior of British Columbia and only a few hours by freeway from Vancouver. With a current student population of over 9,000, this teaching-focused, comprehensive institution offers over 40 degree options and over 50 diploma and certificate programs through its unique mix of academic, technical, applied and professional opportunities. Professional,

applied and interdisciplinary Masters programs are currently under development and the institution shows growing strength in a number of research areas. Another exciting challenge on the horizon is the acquisition of BC Open University, which will be relocated from Burnaby.

APRIL 2005



becomes  
British Columbia's Newest University  
THOMPSON RIVERS UNIVERSITY

## BC's Newest University seeks Deans for Two of its Divisions

## DEAN OF ARTS

The University seeks a strong leader to guide the Faculty of Arts through this period of change. This is the largest division on campus, and includes the disciplines: anthropology, archaeology, english, geography, history, journalism, modern languages, philosophy, political science, psychology, and visual and performing arts. In addition to the traditional areas of academic scholarship, Arts faculty members are engaged in innovative programs of interdisciplinary research and teaching within and outside the division. Candidates are encouraged to visit the Faculty of Arts website: <http://www.cariboo.bc.ca/ae/>

The successful candidate should possess an earned doctorate (or the equivalent highest degree in their discipline), a record of achievement in teaching and scholarship and/or artistic work, evidence of success in academic administration, and demonstrated ability to facilitate excellence and innovation in education and scholarly activity. The dean must also possess the interpersonal and communication skills needed to foster good relations with all stakeholders.

## DEAN OF BUSINESS AND ECONOMICS

The University also seeks a strong leader to guide the School of Business and Economics through this period of change. This division includes two departments, Management and Economics. In addition to its offerings in a number of areas of business, management, marketing and economics, it contributes to several interdisciplinary programs with other Faculties and Schools. The School also serves a large number of international students, through innovative programs offered in Kamloops and abroad. Candidates are encouraged to visit the School's website: <http://www.cariboo.bc.ca/business>

The successful candidate should possess an earned doctorate, a record of achievement in teaching and scholarship, evidence of success in academic administration, and demonstrated ability to facilitate excellence and innovation in education and scholarly activity. The dean must also possess the interpersonal and communication skills needed to foster good relations with all stakeholders.

Deans report directly to the Provost & Vice-President Academic and are accountable for administration of their Schools or Faculty's academic, research and service activities, budget and planning. As members of the University's senior membership team, deans contribute to the development and implementation of institutional goals and priorities.

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University is committed to the principles of employment equity.

The review of applications will begin in late February 2005. Documentation including a covering letter of introduction, curriculum vitae and the names of three references (who will not be contacted without the applicant's consent) should be submitted in confidence to Mark Evered, Ph.D., Provost & Vice-President Academic, University College of the Cariboo, 900 McGill Road, P.O. Box 3010, Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

[www.cariboo.bc.ca](http://www.cariboo.bc.ca)

[www.yorku.ca](http://www.yorku.ca)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Faculty of Education  
TENURE-TRACK POSITIONS

The Faculty of Education at York offers pre-service, professional development, and graduate programs (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinary, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure-track faculty members are encouraged to work in cross-disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at [www.edu.yorku.ca](http://www.edu.yorku.ca)

Applications are invited for the following two tenure-track positions at the Assistant Professor rank:

- **Early Childhood Education and Early Literacy/Language Arts**
- **Curriculum Theory** (with scholarly emphasis on one or more of the following areas: teacher education; secondary education; and/or assessment)

The successful candidates for both positions will have completed a doctorate in a compatible field of study. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to: establish a strong program of scholarly research; provide excellence in leadership in undergraduate and graduate teaching; and supervision of master's and doctoral theses; supervise undergraduate student teaching;

participate in our professional development programs; collaborate with colleagues in the field and across the University; be actively involved in the field of education.

Applicants should send an up-to-date curriculum vitae, one sample of scholarly writing, the address and e-mail contact details for three referees, and a letter of application that provides an overview and discussion of qualifications and statement of research and teaching interests as they relate to the advertised position, by March 15, 2005, to: Dr. Paul Axelrod, Dean of Education, Faculty of Education, York University, 5853 Ross Building, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Electronic applications will not be accepted. The appointments will commence as early as July 1, 2005. All positions at York University are subject to budgetary approval. Initial salary will be commensurate with qualifications and experience.

**YORK**  
UNIVERSITY  
redefine the POSSIBLE.



# CAREERS CARRIÈRES

are expected to commence during the 2005 calendar year. For national and international candidates, a Tier 2 Canada Research Chair will be considered for a Tier 2 Canada Research Chair. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and provides a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies including many where Solutions Inc., MapInfo Inc. and Open Text Corp. For further information on the School of Computer Science, please visit our web page at <http://www.uwaterloo.ca>. Applications should be sent by electronic mail to [cschairs@uwaterloo.ca](mailto:cschairs@uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should also provide a list of references to be forwarded to the referees. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE** — University of Waterloo. The University of Waterloo is seeking applications for tenure-track faculty positions in the School of Computer Science, in the area of human-computer interaction. Candidates at all levels of excellence are encouraged to apply. Successful applicants will join the University of Waterloo as expected to teach and research in a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments will be expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. For more information on the School of Computer Science, please see our website at <http://www.uwaterloo.ca>. Applications should be sent by electronic mail to [cschairs@uwaterloo.ca](mailto:cschairs@uwaterloo.ca), or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, Uni-

versity of Waterloo, Waterloo, Ontario, Canada N2L 3G1. For further information, please contact the Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should also provide a list of references to be forwarded to the referees. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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■ **DISABILITY STUDIES** — Canadian Centre on Disability Studies. The Canadian Centre on Disability Studies is seeking to fill two Senior Management positions as soon as possible. CCDS is looking for an Executive Director and a Research Director. Please address inquiries to: [ccds@disabilitystudies.ca](mailto:ccds@disabilitystudies.ca) for the Executive Director or [ccds@disabilitystudies.ca](mailto:ccds@disabilitystudies.ca) for the Research Director. More details can be found on the CCDS website at <http://www.disabilitystudies.ca>.

■ **ORAMA** — University of British Columbia. The Department of Theatre, Film and Creative Writing at the University of British Columbia invites applications for a tenure-track Assistant Professor in Theatre, Drama Studies, and Creative Writing. The candidate must have expertise in dramatic forms, dramaturgy, theatre theory and history, a doctoral degree, scholarly publications and professional production experience in dramatic forms (radio drama, stage, film and/or television), and teaching experience. The successful candidate will teach in the Department's undergraduate and graduate programs: 6 credits in the Creative Writing Program (Introduction to Creative Writing, 3 credits in Theatre/Drama Programs), and supervision of graduate students. Professional-staff faculty at UBC are expected and encouraged to maintain a high level of scholarly research, publication, and/or production, and to provide administrative services to the Department and the University. The Department of Theatre, Film and Creative Writing at UBC is unique in Canada, with 28 full-time faculty and numerous seasonal lecturers and guest artists. Each of the Department's Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for research and production. Opportunities for multi-disciplinary collaboration are abundant, both within the Department and with researchers and scholars across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV (including email address and telephone number), a published example of their work, and should arrange for three letters of reference to be forwarded to Chair, Search Committee for Dramatic

Forms, Department of Theatre, Film, and Creative Writing, University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada V6T 1Z2. Complete applications should be received by 1 March 2005. The position start date is 1 July 2005. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status.

■ **ECONOMICS** — Wilfrid Laurier University. Applications are invited for a twelve-month Limited Term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2005. Preference will be given to applicants with a PhD and teaching experience. Outlets include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities and Aboriginal people. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to: Dr. Alan B. Wilson, Chair, University of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 (email: [abwilson@wlu.ca](mailto:abwilson@wlu.ca)).

■ **EDUCATION** — Brock University. The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Science Education (Elementary and Secondary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctor-

ate in Education or equivalent (ABD candidates will be considered in an excellent command of English, knowledge of secondary science teaching methods (General, Physics, Chemistry, and/or Biology) and secondary school practices in assessment and evaluation, an understanding of or experience with pre-service teacher education, and evidence of a strong commitment to scholarly research and publication. Successful secondary school teaching experience in Ontario over a License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in secondary school science teaching methods and assessment and evaluation (secondary school) to pre-service teacher candidates, participate in overseeing practice teaching within the Faculty of Education's counselling group model, and supervise graduate students' research. Deadline for application is March 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area, b) excellent achievement or potential in teaching and professional supervision, and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, qualified women and men are equally encouraged to apply. More information on Brock University and the Faculty of Education may be found on the university website [www.brocku.ca](http://www.brocku.ca).

■ **EDUCATION** — Brock University. The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Science Education (Elementary and Secondary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctor-

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## University of Northern British Columbia

### Assistant Professor Position, Social Work Program (Tenure-Track position)

The College of Arts, Social & Health Sciences has exciting opportunities awaiting a creative, energetic, and adventurous social worker who is comfortable working with people from a variety of backgrounds and cultures, and who wants to contribute to the development of social work education in the regions served by UNBC. A tenure-track position is available at the Assistant Professor level in the Social Work Program beginning July 1, 2005, or earlier (subject to budgetary approval).

The successful candidate will teach a range of courses in the Social Work Program, as well as be responsible for developing field education opportunities in the Northwest region (based in Terrace). Applicants must possess a graduate degree in Social Work with extensive practice experience. Applicants with a doctorate (or a doctorate near completion) will be given preference. Applicants must be able to teach in a range of practice/policy areas

including for example: child welfare, substance use, aboriginal issues, community development, communications, group work, etc. They must also have demonstrated experience in field education instruction and supervision at the BSW level. Preference will be given to candidates with post-degree experience in social work practice in northern and remote settings, and who have taught at the BSW and MSW levels.

Social Work education at UNBC provides BSW and MSW degrees and is committed to a program of studies informed by a central concern for human rights, personal empowerment, community change, social justice and anti-oppression. Incorporating critical social thinking, the program emphasizes social work in northern and remote communities, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy, and research

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses) quoting competition #FASW01-05(B) to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7350. Please direct inquiries to Greg Beattie, Chair of Social Work, at (250) 960-6362 or Email: [beattie@unbc.ca](mailto:beattie@unbc.ca). Electronic CVs can be forwarded to: [FacultyRecruitment@unbc.ca](mailto:FacultyRecruitment@unbc.ca). Applications received on or before March 31, 2005 will receive full consideration; however applications will be accepted until the position is filled.

### Assistant Professor Position, Mathematics Program (1 Tenure-Track position)

The University of Northern British Columbia, in conjunction with the Mathematics Program, invites applications for a full-time tenure-track position at the rank of Assistant Professor. This position is anticipated to commence July 1, 2005 (subject to budgetary approval). Candidates in all areas of Mathematics or Statistics will be considered. The successful candidate will have completed a doctoral degree in Mathematics or Statistics. Applicants near completion of their Ph.D. will also be considered. Previous teaching experience would be considered an advantage. The successful candidate will be expected to maintain an active research program.

The Mathematics Program has approximately 60 mathematics majors (including double and joint majors with Physics, Chemistry and Computer Science). The

Mathematics Program also has a graduate program leading to the Master of Science degree. UNBC is located in Prince George (central British Columbia) which has a population of approximately 80,000. The University has a current student enrolment of over 3,000 students. The community has a rich cultural life with an excellent symphony orchestra, live theatre and a new art gallery. Prince George provides easy access to world class outdoor recreation: canoeing, hiking, mountain biking, skiing, camping and fishing, all in close proximity to the city centre. On a clear day, the foothills of the majestic Rocky Mountains are visible from the University. Both students and faculty enjoy more than fifty kilometres of trails that cross the natural environment surrounding the campus.

Please forward your letter of application, curriculum vitae, other supporting materials (including research and teaching statements), and arrange to have three letters of references (including referee's telephone, fax, and email information) quoting competition #FAMA02-05(B) sent directly to: Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7350. Please direct inquiries (but not applications) to: Dr. Sam Walters, Chair, Mathematics Program by Email: [walters@unbc.ca](mailto:walters@unbc.ca), or Fax: (250) 960-5544. Electronic submissions of CVs can be forwarded to: [FacultyRecruitment@unbc.ca](mailto:FacultyRecruitment@unbc.ca). Applications received on or before March 15, 2005 will receive full consideration; however applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

3333 UNIVERSITY WAY, PRINCE GEORGE, BC, V2N 4Z9  
FOR MORE INFORMATION, VISIT OUR WEB SITE: [WWW.UNBC.CA](http://WWW.UNBC.CA)



### Canada Research Chair (Tier II) in Environmental Economics SIR WILFRED GRENFELL COLLEGE

Applications are invited for a tenure-track Tier II Canada Research Chair in Environmental Economics to be located at the Corner Brook campus of Memorial University of Newfoundland. Complementing the University's Strategic Research Plan ([www.mun.ca/research/strategic\\_plan.php](http://www.mun.ca/research/strategic_plan.php)), the Chair will develop an innovative integrated research program on the key linkages between economic development and the environment. Possible areas of focus include: environmental externalities; public goods and common resources; sustainable development; natural resource management; ecological economics; environmental valuation and accounting; alternative local, national and global response strategies; the dynamics of ecosystem integrity and economic and community well-being. The candidate will have a Ph.D. in Economics or other relevant discipline. We are particularly interested in scholars who are at an early stage in their career and have the potential to lead their research field through a strong record of publication and the capacity to acquire funding from external agencies. Criteria for these federally funded chairs can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca).

The successful candidate is expected to develop a research program that promotes theoretical and applied approaches relating economic activity to environmental considerations, particularly in the context of peripheral regions such as Newfoundland and Labrador. This will be accomplished through collaboration with national, provincial and regional stakeholders as well as undergraduate/graduate students and faculty from across Memorial University and elsewhere. Potential research partners may be found at a variety of federal (Natural Resources Canada, Parks Canada, and Department of Fisheries and Oceans) and provincial (Natural Resources and Environment and Conservation) agencies with offices located in Corner Brook and vicinity, the Western Newfoundland Model Forest and the Geospatial Research Facility at the College of the North Atlantic in Corner Brook; as well as the recently established Leslie Harris Centre of Regional Policy and Development located on the St. John's campus of Memorial University. In addition, the Chair is expected to contribute to the development of a Centre of Environmental Excellence based in the region. See [www.swg.mun.ca/research/](http://www.swg.mun.ca/research/) for further details and related links.

The Canada Research Chair will also be a catalyst for interdisciplinary research in existing (Environmental Studies and Environmental Science) and proposed (Sustainable Resource Management, Tourism, Business) programs at the Corner Brook campus. The Chair will be jointly appointed to the Environmental Studies and Environmental Science programs and will make a nominal contribution towards the teaching of these programs. The appointment will be for an initial term of 5 years.

Sir Wilfred Grenfell College is a campus of Memorial University located in Corner Brook on the scenic west coast of Newfoundland. It is a small liberal arts and science institution which offers a variety of four-year Bachelor's degrees in Arts, Fine Arts, Science, and Nursing. Corner Brook (population 22,000) is a safe and friendly city with excellent recreational and cultural facilities. The city is 80 km from Gros Morne National Park, a UNESCO World Heritage Site. The area provides abundant opportunities for cross-country and downhill skiing on some of the best trails in eastern Canada, as well as being a beautiful setting for hiking, kayaking, golfing, and mountain biking.

Review of applications will begin March 15, 2005 and will continue until the position is filled.

Applicants should submit a curriculum vitae, a one-page statement of research interests, an outline of proposed research, and the names/addresses of three referees to:

Dr. Holly Pike, Vice-Principal  
Sir Wilfred Grenfell College, Memorial University of Newfoundland  
Corner Brook NL, A2H 6P9 Canada  
Telephone: (709) 637-6231 Fax: (709) 637-6218  
Email: [hpik@swgc.mun.ca](mailto:hpik@swgc.mun.ca)

All qualified candidates are invited to apply; there is no restriction with regard to nationality or country of residence. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



## CAREERS CARRIÈRES



### Svare Chair and Tier II Canada Research Chairs, Institute for Sustainable Energy, Environment and Economy

As part of its commitment to excellence and growth in energy and environment research and education programs, the University of Calgary invites applications/nominations to fill three chairs – a senior chair in energy systems analysis and two related Tier II Canada Research Chairs.

Leading Innovation in Energy and Environment is a priority development area at the University of Calgary ([www.ucalgary.ca](http://www.ucalgary.ca)). Over \$18 million has already been committed for new chairs and positions to expand research and teaching capacity in this area. Under the leadership of the President of the University, and the Institute for Sustainable Energy, Environment and Economy ([www.iseee.ca](http://www.iseee.ca)), further development of capacity in alignment with the Academic Plan and the ISEEE mission is underway.

As part of these initiatives, the University of Calgary invites applications/nominations to fill three chairs as outlined below. Candidates will have a degree in the natural sciences, engineering or social sciences, and will have research and teaching interests that would contribute to the collaborative and multidisciplinary ISEEE mission and to the University's focus on energy and the environment. Successful candidates will have an excellent academic and publication record and significant experience in applied research in the energy and environment area.

The University of Calgary is a comprehensive medical/doctoral research university with about 30,000 full-time equivalent students, including over 5,000 graduate students. It has more than 2,100 full-time faculty and 2,700 staff. Annual research revenues are about \$250 million and growing rapidly. Total annual revenues are in excess of \$740 million.

The university is located in Calgary, the energy capital and Canada's fastest growing major city. Calgary is in the southern part of Alberta, the most dynamic and prosperous province. The city ranks second in Canada in terms of head offices and first in terms of average level of education and income. It is within an hour's drive of Banff National Park and the Kananaskis wilderness areas, and is served by many excellent recreational facilities (see [www.calgaryeconomicdevelopment.com](http://www.calgaryeconomicdevelopment.com) and [www.finance.gov.ab.ca](http://www.finance.gov.ab.ca) for more information).

#### Svare Chair in Energy Systems Analysis

This chairholder will be a distinguished scholar with an international reputation commensurate with an appointment at the rank of professor (with tenure) and with strong teaching and leadership skills. The successful applicant will have a doctoral degree in the natural sciences, engineering or social sciences (e.g., economics, geography or business) and will be given an appointment in the relevant academic unit(s) at the university. Substantial experience in applied energy policy or technology assessment, and a strong record of interdisciplinary collaborations and publications, are essential.

#### Tier II Canada Research Chair in Economics of Energy and Climate Change

The successful candidate will have demonstrated research excellence, as well as strong teaching, communication and leadership skills. Expertise in risk and decision analysis, energy economic modelling, computable general equilibrium modelling, integrated assessment models of climate change or stochastic-dynamic programming, will be a valuable asset. The successful applicant will have a doctoral degree (awarded after 1994), likely in the social sciences (e.g., economics, geography or business), natural sciences or engineering, and will be given a tenure-track appointment in the relevant academic unit(s) at the university.

#### Tier II Canada Research Chair in Energy Engineering

The successful candidate will have demonstrated research excellence, as well as strong teaching, communication and leadership skills. We seek an engineer or scientist with expertise in energy technologies, combined with substantial applied experience in developing and deploying such technologies and with demonstrated interest in energy systems analysis. The successful candidate will establish a strong research program involving design and analysis in one of the following technical areas: CO<sub>2</sub> management; alternative energy sources, such as wind and solar power; alternative transportation fuels; electric power systems; emission control technologies; or energy efficiency. The individual will have a doctoral degree (awarded after 1994) and will be given a tenure-track appointment in the relevant academic unit(s) at the university.

#### To Apply or Nominate

Submit a letter of application (or nomination), a full CV, including list of publications and copies of up to three such publications, a summary of research and teaching interests, including any available teaching evaluations, and names of three referees to:

**Dr. Robert Mansell**, Managing Director, Institute for Sustainable Energy, Environment and Economy, Rm 220, CCIT Bldg., University of Calgary, at the address below.

Fax: (403) 210-9770 E-mail: [aedyle@ucalgary.ca](mailto:aedyle@ucalgary.ca)

Consideration of applications / nominations will begin **April 16, 2005**. Applications will be accepted until the positions are filled.

All qualified candidates are encouraged to apply; however, for the Svare Chair, Canadians and permanent residents will be given priority.

### University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4 Canada

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.*

To see all University of Calgary academic positions, please visit [www.ucalgary.ca/hr/career](http://www.ucalgary.ca/hr/career)

### Assistant/Associate Professor in Sustainable Design

The Faculty of Environmental Design (EVOS) invites applications for a full-time tenure-track position in the area of Sustainable Design. This appointment will be at the rank of assistant or associate professor, with rank and salary commensurate with qualifications and experience. The faculty offers a Master of Architecture (MArch) and a Master of Environmental Design in the fields of planning, urban design, industrial design, environmental science and environmental design, as well as a strong PhD program. As a non-departmentalized, professional, graduate-level faculty, we provide an interdisciplinary teaching and learning environment that emphasizes a cooperative, collegial approach to research, scholarship, creative endeavour, professional practice and outreach. The faculty has a long history and strong reputation in areas related to environmental design, ecologically-sensitive intervention, and sustainability. In addition to a strong regional focus in Western Canada, the faculty is engaged internationally in research and teaching in the United States + Mexico, South America, Europe, and Asia. Major research areas of the Faculty of Environmental Design include: Sustainable Design; Physical Design and Development; Planning, Policy and Environment; Health, Wellness and Environmental Design; New Media, Information and Communication Technology and Design; and Industry, Energy, and Environmental Design.

Applications are invited from suitably-qualified candidates who can take a lead role in research and teaching involving urban sustainability, green communities, smart cities, and development of innovative designs that improve ecological sustainability, and economic and cultural benefits. The successful candidate will provide leadership in the development and delivery of instruction in courses, studios, and seminars, and in the supervision of graduate students. She will be expected to contribute to the faculty's core programs, and to develop a vigorous, high-quality research program involving creative scholarship related to his/her areas of expertise. The successful candidate will have the opportunity and encouragement to work collaboratively across disciplines in the Faculty of Environmental Design and beyond. Candidates with research and teaching interests that could contribute to the University of Calgary's focus on energy and environment through the Institute of Sustainable Energy, Environment and Economy ([www.iseee.ca](http://www.iseee.ca)) are particularly encouraged to apply.

Applicants will preferably possess a PhD and a record of research & practice productivity appropriate to rank. Ideally, the appropriate area of research concentration would complement the major research areas outlined above, with a clear focus on sustainable design. Previous teaching experience at the graduate level is desirable, as well as advanced knowledge of concepts, themes and principles of sustainability, including green architecture & development, smart cities, smart communities & smart growth, and urban ecological assessment, design, and planning. Quantitative, statistical, and spatial simulation modelling skills are desired for research and teaching on the cultural acceptability, economic viability, and ecological dimensions of urban sustainability. Eligibility for certification by a relevant professional organization and previous experience in professional practice is desirable.

The selection committee will begin reviewing applications in **February 2005**, with the competition remaining open until the position is filled.

Interested candidates should submit a statement of interest, curriculum vitae and the names of three referees to:

#### Chair, Search Committee, Assistant/Associate Professor in Sustainable Design

Faculty of Environmental Design, University of Calgary, at the address below,  
Attention: Ms. Linda Corbell, Administrative Assistant to the Dean  
Email: [corbell@ucalgary.ca](mailto:corbell@ucalgary.ca) Fax: (403) 210-9384

### Associate/Full Professor Positions in Marketing

The Haskayne School of Business is seeking qualified candidates to fill two tenure-track positions at the Associate/Full Professor level in marketing. Preference will be given to candidates with interest in a program of research that emphasizes one of the following areas: (a) B2B marketing, marketing channels, and sales management; (b) international and global marketing; (c) marketing strategy, market planning, innovation and new product development. Candidates must possess a PhD, a distinguished record of publishing in top-tier marketing journals, and a demonstrated capability for teaching core marketing courses. Anticipated starting date is July 1, 2005.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 3,000 full- and part-time students enrolled in bachelor's, master's, PhD, and executive education programs, the business school boasts more than 15,000 alumni in 50 countries around the globe. An AACSB-accredited institution, the Haskayne School of Business delivers excellence in both research and teaching.

With a population close to one million, Calgary is one of Canada's largest head-office cities. It enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent, year-round recreational opportunities.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:

**Dr. James Agarwal**, Chair, Marketing Area, Haskayne School of Business, University of Calgary, at the address below. Fax: (403) 282-0095.

All applications received before **February 28, 2005** will receive full consideration. The positions will remain open until filled.



# CAREERS CARRIÈRES



The University of Western Ontario

## Canada Research Chair (Tier 2) in Computational Biophysics

We invite applications to fill a prestigious Canada Research Chair Tier 2 (<http://www.chair.ca>) dedicated to the advancement of research in computer modeling of biological systems. The successful applicant will have strengths in mathematical techniques and analysis, including computer simulations, to model underlying biophysical processes. These modeling approaches should be strongly coupled to laboratory experiments providing data input and validation. Opportunities exist for collaborative research on a wide range of phenomena, from the microscopic to macroscopic scale. The Department is research-intensive with a strong graduate program of approximately 80 students and links to 60 principal investigators in our University departments, affiliated research institutes, and health care facilities. Areas of research include microcirculation and cellular biophysics, hemodynamics and oxygen transport, cardiovascular biomechanics, 3D/4D medical imaging, medical image processing, radiobiological effects of ionizing and non-ionizing radiation, and orthopedic biomechanics & biomaterials (<http://www.uwo.ca/biophysics/>). In particular, the successful candidate will develop a multidisciplinary program in modeling approaches in combination with experimental observations made in the laboratory, at the cellular, organ, or small animal levels, or in human subjects. The activities of the Research Chair are specifically intended to lead the University's activities in the area of quantitative modeling within biomedical research in the Faculty of Medicine & Dentistry and its affiliated research institutions. Associated with this appointment, there is access to state-of-the-art core computing and biomedical facilities in the London area: SHARCNET computer facility of the University, Robarts Research Institute, Lawson Health Research Institute, London Regional Cancer Program, London Health Sciences Centre, and London Regional In Vitro Molecular Imaging Centre. Virtual reality facilities exist within the national CSTAR robotic surgery research centre and the National Research Council of Canada.

All CRC positions are subject to review and final approval by the CRC Secretariat. The appointment will be at the rank of Assistant or Associate Professor either tenure-track or tenured, in Medical Biophysics. Qualified applicants must possess a Ph.D. degree in Biophysics, Physics, Applied Mathematics, Biomedical Engineering, Computer Science, or another related degree, with a strong record of publications and grant funding. The applicant must have demonstrated research ability with a potential for developing new areas of collaborative research. In addition to research, the successful candidate will be expected to participate in teaching at the undergraduate and graduate levels.

This is considered a prestigious research position with an attractive salary and benefits package. As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. Additional information is available at <http://www.fmd.uwo.ca>.

Nominations or direct applications are invited immediately and the position will be open until filled (subject to CRC guidelines). Please send a detailed curriculum vitae, a statement of research objectives, and the names of three references to:

Dr. Jerry Battista  
Chair, Department of Medical Biophysics  
Medical Sciences Building  
The University of Western Ontario  
London, Ontario CANADA N6A 5C1

Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



## TENURE-TRACK POSITIONS Faculty of Education

### GOING FURTHER

Memorial University's Faculty of Education is a dynamic and growing Faculty that supports and encourages vigorous intellectual growth, excellence and innovation in teaching and research, and engagement in academic and professional communities.

The Faculty of Education, comprising approximately 1,000 undergraduate students, 750 graduate students, 46 full-time faculty and 32 FTE staff, offers a wide variety of undergraduate and graduate programs and a doctoral program.

We expect to fill 6-8 faculty positions at the rank of Assistant Professor beginning July/05 or shortly thereafter (subject to budgetary approval). We are seeking applicants for tenure track positions in the following areas: special education, mathematics education, counselling psychology, educational leadership, social studies education, technology education/information technology, post-secondary studies/adult education, Aboriginal education, and quantitative research methodologies. Combination of areas of advertised expertise would be considered a strong asset.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree. Successful candidates will be expected to contribute to teacher education and graduate programs while actively engaging in research, scholarship and collegial collaboration.

Applications including curriculum vitae, statement of learning/teaching philosophy, statement of actual/potential program of research and the names of three referees, should be submitted to:

Dr. Alice Collins, Dean  
Faculty of Education  
Memorial University of Newfoundland  
St. John's, Newfoundland and Labrador A1B 3X8  
Telephone: (709) 737-8588  
Fax: (709) 737-8637  
Email: [alicec@mun.ca](mailto:alicec@mun.ca)

The Search Committee will start examining application files upon receipt and will continue the search until positions are filled.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. Further information is available at <http://www.mun.ca> and <http://www.mun.ca/educ/>.



## ASSOCIATE DEAN, DIVISION OF COMMUNITY HEALTH Faculty of Medicine

The Faculty of Medicine, Memorial University of Newfoundland invites applications for the position of Associate Dean, Community Health. This is a senior academic appointment within the Division of Community Health, Faculty of Medicine.

The Division of Community Health is a dynamic and vibrant multidisciplinary unit with broad and diverse research and teaching responsibilities, and strong links with other faculties, government, and community agencies. The Division currently includes epidemiologists, biostatisticians, social scientists, and experts in health policy, and is in the process of expanding to include the humanities and health care ethics. The Division offers graduate training in community health and applied health services research, and participates in the undergraduate and postgraduate training of medical students, and continuing education of health care professionals in the province. Through the Health Research Unit, the Division partners with community and government organizations to conduct community health related research.

The successful candidate will provide strong academic, administrative and teaching leadership to the Division of Community Health in its role within the Faculty of Medicine and Memorial University; foster optimum interdisciplinary relationships in the University; and develop and sustain productive ties with community and government agencies. The incumbent will provide guidance and supervision to approximately 30 full-time, part-time, joint and cross-appointed faculty and 12 administrative and research staff.

The ideal candidate will have a MD with postgraduate training or PhD in a related discipline which, given the expanding mandate of the division, could include the humanities or health care ethics. Outstanding interpersonal and management skills, a solid research track record, and experience working in an academic environment are required. Exceptional candidates with equivalent education and experience will also be considered.

Appointment will be at the rank of associate/full professor with initial rank and salary commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

The Faculty of Medicine is located in the Health Sciences Centre on the campus of Memorial University of Newfoundland. This facility also houses the Schools of Pharmacy and Nursing, the Health Science Library, the General Hospital, the H. Bliss Murphy Cancer Centre, and the Janeway Children's Hospital. The integrated complex has allowed for close working relationships in both research and teaching among the faculties of Medicine and the Schools of Nursing and Pharmacy.

Memorial University of Newfoundland is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering a diverse undergraduate and graduate program to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

A complete application package will include a curriculum vitae, contact details of three referees and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the position. Please address your application package to:

Chair, Associate Dean Search Committee  
Division of Community Health, Faculty of Medicine  
Memorial University of Newfoundland  
Health Sciences Centre, St. John's NL A1B 3V6  
or electronically mailed to [brendah@mun.ca](mailto:brendah@mun.ca)

Informal inquiries can be made to the Dr. Maria Mathews, chair of the search committee at (709) 777-7845. Review of applications will begin on April 1, 2005 and will continue until a qualified candidate is hired. Appointment to commence on July 1, 2005, or soon thereafter.

# Arts et sciences

La Faculté des arts et des sciences  
sollicite des candidatures pour :

- |  |   |   |
|--|---|---|
| un poste de professeure<br>ou professeur | > | au rang d'adjoint, à l'École de criminologie, dans le domaine de la criminologie clinique.  |
| un poste de professeure<br>ou professeur | > | au rang d'adjoint ou récemment agrégé, à l'École de psychopédagogie, dans le domaine de l'adaptation psychosociale chez les enfants et les adolescents. |

Date d'entrée en fonction : Variable selon les postes  
(sous réserve d'approbation budgétaire).

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents.  
L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations,  
veuillez consulter notre site web :  
[www.fas.umontreal.ca](http://www.fas.umontreal.ca)

Université   
de Montréal



## CAREERS CARRIÈRES

public school system are significant assets for this position. SFU is a university that serves students of diverse ethnic, cultural, linguistic and national origins and therefore, interest and/or experience in working in multicultural and international settings, with students of diverse backgrounds, is a desired attribute of applicants. Experience in working with Aboriginal learners and teachers is also welcome. Interested candidates should consult [http://www.educsu.ca/home/faculty\\_positions](http://www.educsu.ca/home/faculty_positions) for more detailed information on the position. Applicants should forward a letter of application describing their teaching experiences, their scholarly interests and achievements, and their potential.

candidates who specialize in analyzing education through the lens of political philosophy or who are concerned with epistemological issues in educational research. However, applications from those with other specializations within philosophy of education are welcome. Potential — through teaching — to contribute to the interdisciplinary strength of the department, especially in the areas of social justice, policy studies, and educational leadership, will be an asset. Interested candidates should consult [www.edst.educ.ubc.ca/philfed\\_position.htm](http://www.edst.educ.ubc.ca/philfed_position.htm) for more detailed information on the position. All applicants should have an earned doctoral degree in philosophy of education or closely related field and should provide evidence of competence in teaching and leadership, a well-defined research program, and successful teaching experience. Expertise in either or both of teaching courses for







## CAREERS CARRIÈRES

(http://www.uwo.ca/woccom/western/about/). Western Engineering embraces this mission, and is presently undergoing a rapid expansion. Existing new opportunities are developing within our Faculty, including the addition of a new state-of-the-art building (Thompson Engineering Building). Partnerships exist with the Faculties of Science, Health Sciences, Medicine & Dentistry. Major research facilities such as the Western Institute for Nano-optical Science (WINS), the Boundary Layer Wind Tunnel Laboratory and the NRC Integrated Manufacturing Technology Institute are easily accessible. There exists many unique opportunities to interact with industry in London and southwestern Ontario, where The University of Western Ontario is the major research and engineering resource. A self-starter with initiative, you must have excellent interpersonal skills, a proven research record of strong potential, excellent communication and teaching skills, an ability to work closely with industry and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in research and teaching and are eager to

pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to: Dr. Amareet Bassi, Acting Chair, Department of Chemical and Biochemical Engineering, Faculty of Engineering, Thompson Engineering Building, The University of Western Ontario, London, Ontario, Canada, N6A 5B9, abassi@uwo.ca. Applications will be processed starting February 1, 2005, until the position is filled. Anticipated start date for the position is July 1, 2005, although an earlier appointment may be considered. Salary will be commensurate with experience and will be given priority. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ENGLISH** — St. Jerome's University. The Department of English at St. Jerome's University in the University of Waterloo invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2005. The successful candidate will have a PhD in English with expertise in Chaucer. In addition to teaching courses on the literature of Chaucer and his contemporaries, the successful candidate should be prepared to teach a variety of courses on, for example, the history of British literature, literary theory, and genres of interest to students majoring in disciplines other than English. Interest in and ability to teach in interdisciplinary programs, such as Medieval Studies, Legal Studies, and Sexuality, Marriage and the Family would be an asset. Opportunities to contribute to the graduate English program of the University of Waterloo are normally available to St. Jerome's faculty. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. While over 1,000 undergraduate students are regis-

tered at St. Jerome's in its Faculties of Arts and Mathematics, more than 10,000 of the University of Waterloo's students enroll in the courses offered by St. Jerome's each year. Founded in 1865, St. Jerome's University remains committed to a liberal arts undergraduate education that addresses the student as a whole person, including the intellectual, social, and spiritual dimensions. For more information on our university, visit our website at [www.sju.ca](http://www.sju.ca). Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. The minimum starting salary (as of May 1, 2004) for an Assistant Professor is \$58,000. The closing date for applications is March 1, 2005. Applications must contain a detailed letter explaining your interest in and suitability for the position, a curriculum vitae, a statement of your teaching philosophy and research agenda, and three confidential letters of recommendation (sent under separate cover by the referees or as part of your graduate school dossier). Please address applications to: Dr. C.E. McGee, Chair, Department of English, St. Jerome's University, 290 Westmount Road North, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

■ **ENGLISH** — St. Francis Xavier University. The Department of English at St. Francis Xavier University invites applications for a tenure-track position at the rank of Assistant Professor in the area of Medieval Literature, effective July 1, 2005. The position is subject to budgetary approval. Secondary expertise in linguistics would be an asset. The successful candidate must demonstrate an effective commitment to teaching and research, and must have the PhD completed before taking up the appointment. Responsibilities, including curriculum vitae, transcripts, a writing sample (25 pages maximum), teaching dossier, and letters from three academic referees should be addressed to: Dr. Richard Levesque (Chair), Associate Professor, Department of English, St. Francis Xavier University, Antigonish, NS B2G 2W5. Consideration of applications will begin on February 15, 2005, and continue until the position is filled. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. St. Francis Xavier University is committed to employment equity, and to recruiting a diverse faculty and staff.

asked to submit letters only upon request from the Chair. The University of Western Ontario is committed to the principles of employment equity.

■ **FINANCIAL MATHEMATICS** — University of Western Ontario. The Departments of Applied Mathematics and Statistical and Actuarial Sciences are pleased to announce a search for a Tier 2 (Junior) Canada Research Chair at the rank of Assistant Professor (probationary or tenured) in the area of financial mathematics. The starting date will be July 1, 2005 or thereafter. Financial mathematics is an emerging area of strength in the two Departments. Both have researchers who are active in financial mathematics, and are strongly committed to its continued emphasis. Prospective candidates may visit our web pages at <http://www.math.uwo.ca> and <http://www.stats.uwo.ca>. See <http://www.chairs.gc.ca/> for details concerning the CRC program. The successful candidate will have demonstrated the potential to become a leader in financial mathematics. She or he will build a vigorous research program. This will include securing external research funding and supervising graduate students. In addition, the candidate will be expected to participate in teaching of the graduate and undergraduate levels. Candidates should submit a curriculum vitae, a list of publications, a research plan, and the names of three referees to: Search Committee for CRC in Financial Mathematics, Attn: Gayle McKenzie, MEd, St. Joseph's College, Room 101, University of Western Ontario, London, Ontario, N6A 5B7, Canada; Email: [gmckenzie@uwo.ca](mailto:gmckenzie@uwo.ca). The closing date for applications is March 15, 2005. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **FINE ARTS/LIBERAL ARTS** — Bishop's University. The Department of Fine Arts & University invite applications for a full-time, tenure-stream cross appointment at the assistant professor level in art history (two-thirds) and liberal arts (one-third), commencing July 1, 2005. Duties in the Department of Fine Arts will include teaching a variety of art history courses with particular emphasis on contemporary art and critical theory. Duties in Liberal Arts will include designing and teaching two foundation lecture courses and a variety of senior courses, and membership on the Liberal Arts Committee. The successful candidate will possess a PhD in art history, a record of publications in that area, and a record of excellence in teaching at the undergraduate level, and proven competence in both English and French. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. Should additional information be required, contact Dr. J. Benson, Chair of Fine Arts ([j.benson@ubishops.ca](mailto:j.benson@ubishops.ca)) or Dr. B. Gilbert, Chair of Liberal Arts ([tgilbert@ubishops.ca](mailto:tgilbert@ubishops.ca)), both at Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is Friday, March 4, 2005.

■ **FOLKLORE & ETHNOLOGIE** — Université de Sherbrooke. Poste de professeur adjoint ou Département de folklore. L'Université de Sherbrooke, institution bilingue fédérée à l'Université Laurentienne, appelle des candidatures pour un poste à temps plein, au rang de professeur adjoint en Folklore et ethnologie de l'Amérique française pour un contrat renouvelable de trois ans à compter du 1er juillet 2005. Le rang et le salaire seront déterminés en fonction des qualifications et de l'expérience. La candidate ou le candidat enseignera dans les domaines des traditions orales, de la vie sociale (coutumes, légendes, croyances), de la culture matérielle, ainsi qu'un cours d'introduction au folklore et devra tenir à l'Université un doctorat en folklore/ethnologie de l'Amérique française ou dans une discipline connexe. Une expérience d'enseignement pertinente reliée à ces domaines, des compétences pédagogiques de très haut niveau, ainsi qu'un capacité à contribuer au développement d'un département dynamique seront des atouts. La candidate ou le candidat devra participer à l'enseignement des étudiants dans les programmes en français. Sui la base des richesses du programme existant, ce poste introduira des partenariats avec divers secteurs de l'Université, par exemple: l'éducation, la communication, les études amérindiennes et de nouvelles cultures sensibles aux besoins de la communauté.

## You & Your CAUT Bulletin...

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- ☐ I stole this copy from a buddy.
- ☐ I want my own subscription.

YOU NEED TO CONTACT:

Natalie Savard QUICK!

Tel: 613-820-2270  
Fax: 613-820-7244  
Email: [savard@caut.ca](mailto:savard@caut.ca)

[www.yorku.ca](http://www.yorku.ca)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 65,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Established in 1967, the Schulich School of Business is located in Toronto, Ontario, Canada, on the main campus of York, the third-largest university in the country. Global, innovative and diverse, Schulich offers business programs year-round at two campuses – its new, state-of-the-art complex on York's main campus, and its downtown Mikes S. Nadal Management Centre, located in the heart of the city's financial district. The School enrolls some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors.

Schulich has pioneered unique offerings in areas such as health industry management, business and sustainability, financial engineering, real property development and not-for-profit management and leadership. In addition, it launched Canada's first international MBA (IMBA) and international BBA (IBBA) degrees, as well as North America's first ever cross-border executive MBA degree, the Joint Kellogg-Schulich Executive MBA. The Schulich Executive Education Centre (SEEC) provides executive development programs to more Canadian executives and organizations than any other business school in Canada.

Known as Canada's Global Business School®, Schulich has many strategic international linkages, including academic exchange partnerships with 60+ leading global management schools.

In their annual rankings of the world's top 100 MBA programs, the *Financial Times of London* and the Economist Intelligence Unit (the business research and intelligence arm of *The Economist* magazine) both ranked the Schulich School of Business 12<sup>th</sup> in the world. Schulich is ranked 14<sup>th</sup> worldwide in *The Wall Street Journal's* new International Schools ranking and as one of the top 10 schools in the world outside the United States by *Forbes*, the Economist Intelligence Unit and the *Financial Times*. It is also ranked among the top six schools in the world in the field of corporate social responsibility by the World Resources Institute and the Aspen Institute.

# Schulich School of Business

## TENURE-STREAM POSITIONS

### ACCOUNTING (2)

### CORPORATE SOCIAL RESPONSIBILITY

Hewlett-Packard Canada Chair in Corporate Social Responsibility

### PUBLIC SECTOR MANAGEMENT

The Schulich School of Business at York University in Toronto, Canada, invites applications for tenure-stream openings effective July 1, 2005, subject to budgetary approval. Preferred candidates will be qualified to teach in PhD, masters and undergraduate programs; possess a completed doctorate; provide evidence of effective teaching; and have a commitment to scholarly research and publication.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by February 15, 2005, to: Deane J. Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, Seymour Schulich Building, N302, Toronto, Ontario, Canada, M3J 1P3.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

### ENTREPRENEURSHIP & FAMILY ENTERPRISE

Anne and Max Tanenbaum Chair in Entrepreneurship & Family Enterprise

### STRATEGY (2)

BUSINESS HISTORY  
Chair in Business History

### BUSINESS STRATEGY

Newmont Chair in Business Strategy



Schulich  
School of Business



YORK UNIVERSITY  
UNIVERSITÉ  
UNIVERSITÉ  
redefine THE POSSIBLE.



# CAREERS CARRIÈRES

francophone de la région. Les personnes intéressées par un enseignement de solide expérience complètent une lettre d'intention, un curriculum vitae détaillé et trois lettres de référence au Dr. Peter Puslow, Directeur et vice-chancelier, Université de Sudbury, Sudbury ON, P3E 2G6. Le comité d'admission examinera les candidatures à partir du 28 février 2005 jusqu'à ce que le poste soit comblé. Cette annonce s'adresse aux citoyens canadiens et aux immigrants qualifiés. L'Université invite tous les candidats qualifiés à poser leur candidature, sans distinction de race, de handicap, ou de sexe, y compris les Autochtones et les minorités visibles.

**FOOD SCIENCE** — Université de Guelph, professeur en Food Packaging. The Department of Food Science at the University of Guelph invites applications for a contractual faculty position at the rank of Assistant or Associate Professor for a 3-year term. We are seeking an interactive individual with the ability to establish a vigorous and outstanding independent research program within a team environment. Research interests may be in any area of food packaging, but should have an interest in interactions between primary liquid foods and packaging. Experience in working with the food processing industry and a willingness to engage with industry is essential. Applicants must have a PhD in a relevant discipline and preferably some postdoctoral experience. Salary will be commensurate with qualifications and experience. For full consideration, candidates should send their curriculum vitae, names and contact information for three references, a statement of research interests, a proposed research program, a statement on their teaching philosophy, and representative publications to: Dr. P. Puslow, Chair, Department of Food Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. To ensure full consideration, applications must be received by March 15, 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

**FOOD SCIENCE** — Université de Guelph, The Department of Food Science at the University of Guelph seeks world-class applicants for newly endowed Research Chair in Cereals Technology. This research chair is sponsored in part by the Ontario Cereals Industry Research Council (OCIRC). The Ontario wheat industry is a multi-billion dollar enterprise generating over 4.6 million tonnes of wheat annually. It is anticipated that the appointee will successfully be granted a 5-year funding from OCIRC, renewable for a further 5 years (total 10 years), on the basis of an application to conduct fundamental research in the area of cereal component technologies. The Research Chair is anticipated by the University, industry and Provincial government to be at the core of emerging innovation and a growing economic cluster in wheat and related cereals science. The successful candidate is expected to lead the development of an internationally recognized research program and the creation of a vigorous research program by subsequent grant applications. The appointee will be passionate about interaction with cereal industry companies and the expertise in the University community, the Guelph Food Technology Centre, Agriculture and Agri-Food Canada and the Ontario Ministry of Agriculture and Food. It is also expected that the appointee will liaise with OCIRC and work with the industry to develop a centre of excellence for cereal chemistry and technology that will serve as a source of training and reference for the industry in the region. Although this position is predominantly focussed on research, the appointee is expected to deliver high level training to the cereals industry and to teach in the cereal technology area at the undergraduate level. Requirements for this new position include: a PhD in cereal technology, cereal chemistry or a related discipline; ability to work collaboratively with industry partners; commitment, expertise and experience to quickly establish a leadership role. The candidate is expected to have an internationally recognized, distinguished track record in research achievement; strong communication and interpersonal skills; the ability to motivate others to strive for excellence in a team environment; the ability to secure funding for research initiatives and deliver results accordingly. Starting salary is negotiable, based upon experience. Further details can be obtained by informal contacting Dr. Peter Puslow (puslow@uoguelph.ca). Applications should include: a letter of interest, your expertise and experience, career interests and vision for the position, curriculum vitae, publication record, names and contact details of three persons who are willing to provide references. The application package should be sent to Peter Puslow, Chair, Department of Food Science, University of Guelph, Ontario N1G 2W1, Canada. It should arrive no later than March 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

**FRANCAIS LANGUE SECONDE** — Université McGill, Le Centre d'enseignement du français et de l'anglais (CEFA) de la Faculté des arts et des sciences offre un poste de professeur pour un poste en français langue seconde, au rang de Faculty Lecturer. Ce poste est renouvelé automatiquement après 5 ans. Le titulaire entrera en fonction le 1er août 2005. Détenteur un diplôme de deuxième cycle en didactique des langues ou en linguistique ou l'équivalent, le candidat maîtriser parfaitement le français et doit prouver d'une manière appréciable son anglais. La connaissance d'une autre

langue est un atout. Il possède une solide expérience en enseignement de la langue française au niveau universitaire de même qu'une bonne connaissance des cultures d'expression française. Le candidat maîtrise un grand intérêt pour la recherche en didactique du FLS et a acquis une expertise en enseignement des langues inscrite sur son curriculum vitae. Le candidat doit posséder un diplôme post-secondaire en français (LEAO) ou avoir contribué au mandat du Laboratoire de langues multilingues de la Faculté des arts en participant activement au programme d'enseignement des technologies de l'information et de la communication (TIC) à l'enseignement des langues. Les tâches incluent : la mise à jour de l'innovation dans l'enseignement (approches pédagogiques, conception de programmes, encadrement, évaluation), esprit d'initiative, leadership, aptitude à travailler en équipe, désire de participer à la vie universitaire. Les dossiers de candidature doivent inclure un curriculum vitae à jour, des photocopies de diplômes, un résumé des principales réalisations pédagogiques et des évaluations, récentes. Tous les lettres de recommandation doivent être envoyées directement à : Mlle Hélène Rieth-Salvatore, Directrice, Centre d'enseignement du français et de l'anglais, 688, rue Sherbrooke ouest, bureau 265, Montréal (Québec) H3A 3J1. Les candidats intéressés dans une perspective sélectionnée doivent donner une conférence publique. Conformément à la législation en matière de recrutement, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université McGill soutient la femme et les personnes handicapées. La limite de réception des dossiers : le 28 février 2005. (Le masculin est employé à titre éponyme.)

**FRENCH** — Brock University, The Department of Modern Languages, Literatures and Cultures of Brock University invites applications for a probationary tenure-track position in French at the rank of Assistant Professor starting July 1, 2005, subject to final budgetary approval. The successful candidate must have extensive experience in language teaching and expertise in Applied Linguistics and Second Language Acquisition. The appointee's competence in one or more of the following areas would be an asset: Medieval Literature, Renaissance Literature, Translation Studies, Francophone Studies, Semiotics. The successful candidate will participate in the teaching and learning of French language and second-year French language courses. We seek a dynamic and outstanding candidate who will complement existing interests and strengths of the faculty. The position, PhD required. Native or near-native fluency in French and English, demonstrated record of publications and successful teaching are required. Applicants should send a curriculum vitae containing a teaching dossier, a sample of publications, and a research plan, as well as arrange for three letters of reference to be sent to: Prof. Ernesto Virgili, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Catharines, Ontario, L2S 3A1. Deadline for application: March 15, 2005.

**FRENCH AS A SECOND LANGUAGE** — McGill University, The English and French Language Centre of the Faculty of Education (EFLC) invites applications for a position in French as a Second Language (FSL) at the

rank of Faculty Lecturer, beginning August 1, 2005. After 5 years of service and a satisfactory record, automatic unlimited appointment is granted. We are looking for a colleague with a demonstrated record of effective language teaching at the university level, a strong background in Francophone cultures, an expertise in various pedagogical approaches and in computer-assisted language learning (CALL). The successful candidate must have a keen interest in research in second language pedagogy and be eager to work harmoniously to maintain the Centre's many programs. Applicants must play a major role in the integration of instructional technologies to language courses and contribute actively to the development of the Arts Multimedia Language Facility. Experience in designing innovative instructional and mixed mode programs at all levels as well as in training and supervision of part-time instructors is required. Candidates should have proven administrative and leadership abilities. Required include: M.A. in the field of French language/didactics, linguistics or the equivalent, native fluency in French and a good command of English. Knowledge of another language is an asset. Applications must be accompanied by an up-to-date curriculum vitae, copies of degrees, copies of recent teaching evaluations and a teaching portfolio. Three letters of academic reference should be sent directly to: Professor Hélène Rieth-Salvatore, Director, English and French Language Centre, 688 Sherbrooke West, Room 265, Montreal, Quebec H3A 3R1. The short listed candidates will be asked to give a public lecture. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to the principles of employment equity. Deadline: February 28, 2005.

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**GEOGRAPHY** — University of Western Ontario, The Department of Geography at the University of Western Ontario is seeking a faculty member in the area of Physical Geography. The appointee may be made at the level of either the Assistant (probationary), or Associate (probationary or tenured) Professor. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research in watershed processes and have relevant expertise in applied Geographic Information Science. We seek applicants whose interests complement current departmental strengths and interests in the areas of fluvial geomorphology, watershed hydrology and biogeochemistry. There are excellent opportunities for collaboration with existing geospatial faculty members as well as those in other academic units, such as the Environmental Science Program, the Department of Earth Sciences and Biology, and the Institute for Catastrophic Loss Reduction. The appointment will be effective July 1, 2005.

**GEOGRAPHY** — University of Western Ontario, The Department of Geography at the University of Western Ontario is seeking a faculty member in the area of Physical Geography. The appointee may be made at the level of either the Assistant (probationary), or Associate (probationary or tenured) Professor. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching. The candidate must have a PhD and a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research in watershed processes and have relevant expertise in applied Geographic Information Science. We seek applicants whose interests complement current departmental strengths and interests in the areas of fluvial geomorphology, watershed hydrology and biogeochemistry. There are excellent opportunities for collaboration with existing geospatial faculty members as well as those in other academic units, such as the Environmental Science Program, the Department of Earth Sciences and Biology, and the Institute for Catastrophic Loss Reduction. The appointment will be effective July 1, 2005.

1, 2005. Salary will be commensurate with experience. Further information about the department may be found at <http://www.geography.uwo.ca>. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Dr. Roger H. King, Professor and Chair, Department of Geography, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5G2, Canada. Tel: (519) 661-3653; Fax: (519) 661-3750. E-mail: [kingr@uwo.ca](mailto:kingr@uwo.ca). Applications received on or after February 28, 2005 or until position is filled. E-mailed applications will not be accepted. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

**GEOGRAPHY** — University of Toronto at Scarborough, The University of Toronto at Scarborough, Department of Social Sciences, invites applications for a tenure-

stream position in Anthropology, Geography, Political Science, or Sociology at the rank of Assistant Professor commencing July 1, 2005. The successful candidate will have a research agenda at the core of their discipline as well as research focus in cultural, social, or biogeographical aspects of health, health geography, health policy, the politics of health, or health rights. Candidates must have a PhD by the time of appointment and clear promise of excellence in research and teaching. The appointment is at the University of Toronto at Scarborough, which is a research-intensive institution with a strong interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The mandate of the Department of Social Sciences is to promote scholarship at the confluence of these four disciplines. Towards this end, the Department maintains undergraduate programs in each of the disciplines as well as interdisciplinary programs like Health Studies. The successful candidate will give undergraduate courses aimed at students in a disciplinary program offered by the Department of Social Sciences and students in our Health Studies program. As well, the successful candidate will be a member of the appropriate graduate department (Anthropology, Geography, Political

Science, or Sociology) at the University of Toronto and will be expected to teach and supervise graduate students on the downtown campus. Additional information on the Department of Social Sciences can be obtained at: <http://www.usc.utoronto.ca/~socialsci>. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The Search Committee will be reviewing applications until February 28, 2005. Candidates should send a letter of interest, a Curriculum Vitae, teaching and research statements, and a writing sample and ask three referees to write on their behalf. Application by e-mail is preferred: [miron@utoronto.ca](mailto:miron@utoronto.ca). Alternatively, the regular mail address is: Professor John Miron, Chair, Department of Social Sciences, U15C, 1265 Military Trail, Toronto Canada M1C 1A4. Fax: 416-287-7283.

## CHAIR, DEPARTMENT OF BIOMEDICAL SCIENCES ONTARIO VETERINARY COLLEGE

Applications and nominations are invited for the position of Chair, Department of Biomedical Sciences, Ontario Veterinary College. The Chair is responsible for fostering academic excellence and for providing administrative leadership. The Chair works collaboratively with other College administrators to further the mission of the College and University. Candidates must hold the PhD degree (or equivalent), have an established research reputation in a discipline compatible with the mission of the Department, have demonstrated leadership skills, administrative experience, and be devoted to excellence in education and research in a biomedical science setting.

The Ontario Veterinary College ([www.uoguelph.ca](http://www.uoguelph.ca)) is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four academic departments (Biomedical Sciences, Clinical Studies, Pathobiology and Population Medicine) and a Veterinary Teaching Hospital (VTH). The College offers progressive undergraduate and graduate programs. The University of Guelph is one of Canada's leading comprehensive universities. The city of Guelph ([www.uoguelph.ca](http://www.uoguelph.ca)) is a pleasant community of 100,000 people located in southern Ontario approximately one hour west of Toronto.

The Department takes part in three undergraduate programs, namely the BSc (Biomedical Science major), the BSc (Toxicology major), and the Doctor of Veterinary Medicine (DVM). The BSc (Bio-Med) is offered in conjunction with the Department of Human Biology and Nutritional Sciences and the BSc (Toxicology) is offered in conjunction with the Department of Environmental Biology.

The Department offers the following graduate degree programs: MSc, PhD and Doctor of Veterinary Science (DVS). The focus of graduate training in the Department of Biomedical Sciences involves multi-disciplinary investigations on topics that are basic to our understanding of health and disease in human beings and animals. Candidates may obtain further information at [http://www.uoguelph.ca/biomed\\_posing/shind](http://www.uoguelph.ca/biomed_posing/shind)

Salary and rank will depend on qualifications and experience. Applicants should be accompanied by a detailed curriculum vitae, the names of a least three referees and a brief statement of interest in the position. Further information should include biographical details of the nominee. The deadline for applications and nominations is March 31, 2005 or until a suitable applicant is identified, and should be sent to: Dr. Carlton Gyles, Interim Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

# UNIVERSITY OF GUELPH

Laurentian  Laurentienne

## Tenure-Track Positions Forensic Science

The Department of Forensic Science at Laurentian University invites applications for two tenure track positions.

The successful candidate for Position 1 will be responsible for teaching legal and criminal issues pertaining to the practice of forensic science and the procurement and processing of evidence. We are seeking a candidate who has knowledge of the Canadian criminal justice system and The Canadian Charter of Rights and Freedoms. Expertise in professional ethics and experience in regulated professions are also desirable assets. A PhD with demonstrated excellence in teaching and a record of scholarly publications are expected. The rank and salary are commensurate with qualifications and will begin July 1, 2005.

The successful candidate for Position 2 will be a forensic scientist in any of the following areas: forensic DNA analysis, forensic botany, forensic toxicology, forensic chemistry, questioned documents, or criminalistics. This position requires the candidate to have an advanced degree and relevant forensic casework experience. Research experience would be an asset. This position will be at the rank of assistant professor and will begin July 1, 2005. Information on the Department of Forensic Science and its degree offerings may be found at <http://forensicscience.laurentian.ca>. Successful candidates will be expected to participate fully in departmental activities, including undergraduate thesis supervision.

Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure.

Applications will be accepted until the positions are filled.

Applications, including a curriculum vitae, and three confidential letters of reference should be sent to: Dr. Scott Fairgrieve, Chair, Department of Forensic Science, Laurentian University, Sudbury, Ontario, P3E 2C6. Telephone: (705) 675-1151 ext. 4371. Fax: (705) 671-3853. Email: [SFairgrieve@laurentian.ca](mailto:SFairgrieve@laurentian.ca).

## Faculty Position Structural Engineering

The Department of Civil Engineering invites applications for a tenure-track endowed chair position that is tied to the new Centre for Effective Design of Structures. Added to three other recently created positions in the center, this enables McMaster to expand on its commitment to teaching, research and interaction with industry in the focus areas of masonry, effective design, infrastructure renewal, earthquake engineering and enhanced use of underutilized materials. Applicants beyond the Assistant Professor level will be considered.

Applicants are required to have an undergraduate degree in Civil Engineering, be eligible for registration as a professional engineer, and have a Ph.D. degree. The successful candidate should have a demonstrated expertise in one of the focus areas of the Centre, and should be interested in improving the effectiveness of design. In this regard, interest in working with industry and the design professions will be considered a strong asset. In addition, the candidate should have interest in, and preferably some record of, pursuing the results of research through to application of that work. Applicants should clearly state how their intended areas of research fit with the focus areas of the Centre. In addition to their identified area of research, candidates should have solid background in two or more other areas from the following in one of the other focus areas, structural analysis and design, building science, materials, numerical techniques, and construction.

The successful candidate will be expected to have a strong and demonstrated commitment to teaching at both the undergraduate and graduate levels, develop and support an independent research program (including supervision of graduate students) and participate in other educational and professional activities.

Salary and rank are commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to:

Dr. Robert G. Drysdale, P. Eng.,  
Professor, Department of Civil Engineering,  
and Director,  
Centre for Effective Design of Structures  
McMaster University  
1280 Main St. W., Hamilton, Ontario L8S 4L7  
Telephone: (905) 525-9140 ext. 24746  
Fax: (905) 529-9889  
Email: [ceds@mcmaster.ca](mailto:ceds@mcmaster.ca)

The committee will begin reviewing applications as they are received. For more information about the department, please consult <http://www.eng.mcmaster.ca/cvli>

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. We encourage applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster  
University  
ENGINEERING



## CAREERS CARRIÈRES

## TENURE TRACK FACULTY POSITIONS

Lakehead University is a comprehensive university of 7,400 students and 1,600 faculty and staff. With seven faculties, we are also the West Campus of the Northern Ontario School of Medicine.

## Director of the School of Nursing

Applicants will have university administrative experience, demonstrated leadership skills, and a leadership style that invites collaboration and inclusivity and a solid research and publication record. Individuals with a strong clinical and teaching background in primary health care, mental health or northern/rural nursing are particularly being sought. You must be eligible for registration with the College of Nurses of Ontario.

## Masters of Public Health Program

• In collaboration with the Northern Ontario School of Medicine

Applicants should be distinguished researchers in public health and those with research relating to Aboriginal or northern/rural health issues are particularly being sought. Experience in building multidisciplinary research teams and developing linkages between policy makers and program providers will be an asset.

## Anthropology

Applicants should be biological anthropologists with expertise in forensics. The successful candidate will join an active research group and will have use of instrumentation facilities. Teaching will include biological anthropology, forensic anthropology, and human skeletal biology. (see <http://anthropology.lakeheadu.ca>)

## Civil Engineering – Geotechnical

Applicants should have a strong background and interest in both teaching and research in geotechnical engineering. The successful candidate is expected to carry out externally funded research, be dedicated to engineering education, participate in the newly established Masters Program in Environmental Engineering, and currently is (or qualified to become) a licensed Professional Engineer in Ontario.

## Mechanical Engineering

Applicants should have a strong background and interest in both teaching and research in the general area of thermo fluids preferably with expertise in one or more of computational fluid dynamics, energy technologies, fluid-structure interactions or microfluidics. The successful candidate is expected to carry out externally funded research and participate in graduate programs and currently is (or qualified to become) a licensed Professional Engineer in Ontario.

## Music

Applicants will have demonstrated excellence in directing student ensembles and teaching conducting and the ability to teach in one or more applied performance areas. Other teaching assignments may be given according to departmental needs and/or the candidate's areas of expertise. The ideal candidate would be a dynamic musician with energy, drive, and the ability to engage in student recruitment initiatives. The successful candidate will possess a Masters degree minimum (Doctorate preferred).

## English • two tenure track appointments

Applicants will have experience in postcolonial and world literature and/or Victorian literature and cultural studies. Secondary qualifications in rhetoric and composition, creative writing, and First Nations literature would be assets.

[www.lakeheadu.ca](http://www.lakeheadu.ca) | [www.thunderbay.ca](http://www.thunderbay.ca)

OPPORTUNITIES BY THE BAY



Lakehead University is emerging as one of Canada's most exciting small comprehensive universities. On the shores of majestic Lake Superior, our lively city offers all-season recreational activities, scenic wonders, and a wealth of amenities and cultural events. A superior opportunity in the 'city by the bay' awaits you!

Candidates for some of these positions may qualify for a Canada Research Chair. Please refer to [www.lakeheadu.ca/~research/www/chairs.html](http://www.lakeheadu.ca/~research/www/chairs.html) for details.

Rank of appointment is dependent on qualifications, teaching, and research experience. Successful candidates are expected to initiate vigorous externally funded research programs and participate in graduate programs. All applicants should hold an earned Ph.D. in a relevant discipline by time of appointment unless otherwise specified. For further information, please visit our website at: [www.lakeheadu.ca/EmploymentOpportunities](http://www.lakeheadu.ca/EmploymentOpportunities).

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three referees, to:

Dr. Laurie S. Hayes, Vice-President (Academic) and Provost, Lakehead University,  
955 Oliver Road, Thunder Bay, ON P7B 5E1 e-mail: [admin@lakeheadu.ca](mailto:admin@lakeheadu.ca)

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at: [www.lakeheadu.ca/~humanres/forms.html](http://www.lakeheadu.ca/~humanres/forms.html)

Review of applications will begin on March 1, 2005 and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

**Lakehead**  
UNIVERSITY

■ GERONTOLOGY/GERIATRICS – University of Waterloo. Applications are being accepted for Director, Research Institute for Aging. This is a five-year faculty research appointment (with renewals) beginning after May 31, 2005. The successful candidate will have a PhD and/or MD with expertise in Gerontology/Geriatrics or related discipline and have an established research record in aging. Demonstrated success in obtaining research funds; experience in working with older adults; administrative skills required. Salary range commensurate with qualifications and experience. The Research Institute for Aging is a new academic initiative in partnership with the University of Waterloo and the Village of Winston Park (a continuum of care seniors complex). The vision of the Institute is to enhance the care of seniors in both community-based and institutional living environments through research, innovative programs and staff training. Send curriculum vitae and the names of three referees to Professor Mike Sharritt, Dean, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ HEALTH STUDIES & GERONTOLOGY/PSYCHOLOGY – University of Waterloo, Behavioural Scientist in Public Health. The Department of Health Studies and Gerontology and the Department of Psychology at the University of Waterloo is initiating a new tenure track position for a community health psychologist/behavioural scientist with interest in public health teaching and research. The University of Waterloo is initiating a new program in public health. A proposed Master of Public Health (MPH) program will begin in 2005 to complement research and clinically oriented masters and doctoral programs. Emphasis will be on training public health professionals with expertise in the behavioural and environmental aspects of public health. Eight new faculty are being appointed. An enrollment of 100 students is anticipated by the end of the decade. The successful candidate will have a demonstrated commitment to research and teaching excellence with expertise in the psychological/behavioural aspects of public health. Potential areas of interest include but are not limited to the prevention of chronic disease and harm (e.g., CVD, cancer, diabetes, dementia), the ecological foundations of health (especially the interaction of social, behavioural and biological factors and conditions), health risks (physical activity, tobacco use, alcohol and drug abuse, healthy eating, obesity, sexually transmitted diseases, social justice, community development, or more broadly defined interests (mental health promotion, healthy aging, international health, the transition from research into public health practices and policies). Focus should be on improving the health of populations and communities rather than primarily on the clinical treatment of individuals. Applicants must have a PhD or equivalent. Eligibility for registration with the Ontario College of Psychologists would be a benefit, but is not a requirement. A joint appointment at the rank of Assistant Professor in Psychology (49%) and Health Studies and Gerontology (51%) is anticipated. The desired start date is July 1, 2005 but some flexibility may exist. Held Department has a long history of training and research excellence. Department members have established strong connections with research programs. We are home to several leading research Centers and Institutes concerned with chronic disease and injury prevention, child development, environmental risk assessment, health informatics, aging, and more. There are many opportunities for collaboration with all levels of government, leading non-profit health organizations, and the national and international research community. Prospective applicants may visit the Department websites at [www.ahs.uwaterloo.ca/hsg/](http://www.ahs.uwaterloo.ca/hsg/) and [www.psychology.uwaterloo.ca/](http://www.psychology.uwaterloo.ca/) for more information. Qualified candidates are invited to send a Curriculum Vitae, a statement of teaching and research interests, two recent research articles, and three letters of reference by February 28, 2005 to Dr. Stephen McCall, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ HISTORY – York University. The Department of History (Faculty of Arts) invites applications for a three-year contractually limited position at the rank of Assistant Professor with a specialization in the history of nineteenth- to twentieth-century southern Europe (except Greece). The successful candidate will also be expected to teach a European survey course. Candidates with an additional teaching field in Eastern Europe (including Russia and the Soviet Union) will be preferred. This position, to begin on 1 July 2005 and end on 30 June 2008, is subject to budgetary approval. Requirements include a completed PhD in history and an ongoing program of research in the area of specialization. Candidates are expected to demonstrate promise of excellence in teaching at all levels as well as in scholarly research and publication. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). Applicants should send a letter of application, cv, and teaching dossier; and arrange for three confidential letters of recommendation to arrive no later than 28 February 2005 to Professor B.T. Wakabayashi, Chair, Department of History, Faculty of Arts, York University, 2445 Van Hall, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3; Phone: 416-736-5123; Fax: 416-736-5836







## CAREERS CARRIÈRES

**MATHEMATICS — University of Waterloo.** The Faculty of Mathematics, University of Waterloo is seeking candidates for a limited term position (two or three years) as a lecturer, to begin on or after July 1, 2005. The primary duties will be to teach courses in Calculus to students in the Faculty of Mathematics at the first and second year level, and to teach service courses in Calculus and Differential Equations to Engineering and Science students. Candidates with a PhD degree are preferred, although those with a Masters degree will also be considered. Candidates must provide evidence of demonstrated or potential excellence in teaching. Successful candidates may be eligible for reappointment to a second term, and those demonstrating outstanding performance in teaching and service may

be considered for an ongoing appointment as a Continuing Lecturer. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (jgeorge@uwaterloo.ca). Application material should include a curriculum vitae and the names and addresses of at least three references. The deadline for receiving applications is April 30, 2005. Applications received after this date will be considered only if the position has not been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions.

**MATHEMATICS — University of Lethbridge.** The Department of Mathematics and Computer Science at the University of Lethbridge invites applications for a one year term position in Mathematics at the rank of Assistant Professor to begin 1 July 2005, subject to budgetary approval. Candidates in all areas of mathematics will be considered. A PhD or near completion is required. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the

prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at [www.uleth.ca](http://www.uleth.ca) or the department's home page at [www.cs.uleth.ca](http://www.cs.uleth.ca). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents with employment equity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. Applications, including a curriculum vitae, transcripts, teaching evaluations, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field, should be sent to: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2470. E-mail: [charles@uleth.ca](mailto:charles@uleth.ca). To expedite the handling of applications, please ask those named as referees to direct supporting letters to the same address. Consideration for the position will commence on March 15, 2005, and will continue until the position is filled.

**MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/> and <http://mecheng1.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in fire safety. Applicants must hold a D degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing leadership to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

**MECHANICAL ENGINEERING — University of British Columbia.** The Department of Mechanical Engineering at the University of British Columbia invites applications for several tenure-track faculty positions in Mechanical Engineering at the Assistant or Full Professor level. The starting date will be July 2005, or as soon as possible thereafter. The Department has an excellent new undergraduate option in Mechanical Engineering under the "Doubling the Opportunity (DO)" initiative of the Government of British Columbia. The Department has an excellent reputation among the undergraduate students and entry into Mechanical Engineering is highly competitive. The successful candidates will hold a PhD degree or equivalent in Mechanical or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in one or more of the following areas: mechanism design, instrumentation including sensors, actuators and control hardware, digital electronics, embedded systems and computer architecture, microsystems, signal processing for mechanical systems, biomedical engineering, precision engineering, optics and self computing. Industrial experience in related areas is an asset.

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## Tenure-Stream Faculty Position

### MARKETING

The Schulich School of Business invites applications for a tenure-stream opening in Marketing at the Senior Assistant/Associate Professor level, effective July 1, 2005. Suitable applicants will be at or near the Associate Professor level, and will have a track record of publications in top-tier journals, demonstrable evidence of potential for future publications in such journals, the ability to contribute to the doctoral program, and evidence of teaching interests and skills that complement the needs of the area group and the School.

Applicants should send a curriculum vitae, three letters of reference, examples of research, and information about teaching performance, by March 1, 2005, to: Professor Eileen Fischer, Marketing Area Coordinator, Schulich School of Business, Room N304E, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. All positions at York University are subject to budgetary approval.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/acadops](http://www.yorku.ca/acadops) or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority for all positions.



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The University of Western Ontario

## Faculty of Engineering, Department of Civil and Environmental Engineering

### Canada Research Chair in Geotechnical Engineering

The Department of Civil and Environmental Engineering at The University of Western Ontario has established an international reputation in geotechnical, wind and structural engineering through the activities of the Geotechnical Research Centre, the Boundary Layer Wind Tunnel Laboratory and the Institute for Catastrophic Loss Reduction. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these and leadership qualities to join our Department as Canada Research Chair Tier 2 in Geotechnical Engineering, with particular strengths in the analysis, investigation and management of buried infrastructure, or infrastructure systems in general, or any area of geotechnique that builds synergies with existing research strengths in the Department. The position will be a probationary (tenure-track) appointment at the rank of Assistant Professor or Associate Professor. However, if experience and qualifications warrant, a tenured appointment may be considered at the rank of Associate Professor.

The Geotechnical Research Centre has outstanding state-of-the-art research facilities, dedicated technical and administrative staff and six active, core faculty members whose expertise spans a broad spectrum of geotechnical and geoenvironmental engineering, and 10 associate members. The Centre is seeking to add another member as Canada Research Chair Tier 2 to take advantage of growing research opportunities, strengthen both the undergraduate and graduate programs, and develop greater synergies with other research groups in the Department, including the Structural Engineering Group, the Boundary Layer Wind Tunnel Laboratory and the Institute for Catastrophic Loss Reduction. Within this flourishing research environment, you are expected to have an earned Ph.D. degree in any area of geotechnical engineering, or civil engineering with specialization in infrastructure systems. You must be an exceptional, emerging researcher acknowledged by your peers as having the potential to lead in your field and demonstrate a willingness and capability to embrace or work in new and emerging areas. Your background includes a demonstrated record of publication in leading refereed journals in your field and ability or potential to attract significant research funding from industry and governmental agencies. As a potential leader with initiative, drive and vision, you will be expected to have excellent interpersonal skills, excellent communication and teaching skills, a demonstrated ability to work closely with industry, and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to:

Dr. E.K. Yanful, P.Eng., Chair  
Department of Civil and Environmental Engineering  
The University of Western Ontario  
London, Ontario, Canada N6A 5B9  
Tel: (519) 850-2946  
Fax: (519) 661-3779  
Email: [eyanful@eng.uwo.ca](mailto:eyanful@eng.uwo.ca)

Applications will be accepted until February 28, 2005. Anticipated start date for the position is October 1, 2005. Salary will be commensurate with experience and research record. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Detailed information about the Canada Research Chair program may be found at [http://www.chairs.gc.ca/web/program/index\\_e.asp](http://www.chairs.gc.ca/web/program/index_e.asp).

### Canada Research Chair in Wind/Structural/Building Science Engineering: Light Frame Construction in Natural Disasters

The Department of Civil and Environmental Engineering at The University of Western Ontario has established an international reputation in geotechnical, wind and structural engineering through the activities of the Boundary Layer Wind Tunnel Laboratory, the Institute for Catastrophic Loss Reduction, and the Geotechnical Research Centre. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these and leadership qualities to join our Department as Canada Research Chair Tier 2 in Wind/Structural/Building Science Engineering, with particular strengths in the performance of light-frame construction or building envelopes. The position will be at the rank of Assistant Professor, although an appointment at the rank of Associate Professor may be considered.

A new \$7 Million research infrastructure to test full-scale houses and light-frame construction to destruction using realistic extreme environmental loads will be constructed in London by the spring of 2006. This "Three Little Pigs Facility", funded by the Canada Foundation for Innovation and the Ontario Innovations Trust, will facilitate assessment of the integrity of the overall structure in extreme conditions, the pathways by which the load is transmitted through the structure to the ground and the performance of individual building components as part of the whole construction. The current research team has internationally recognized expertise in wind engineering, structural analysis, design of larger structures including bridges, probabilistic modeling, and the instrumentation and testing of full-scale specimens. The group — and impact of research done at the Three Little Pigs Facility — would be greatly strengthened by a Canada Research Chair Tier 2 with expertise in the performance of light-frame construction (particularly wood or cold-formed steel, or the building envelope, when subjected to extreme wind loads). The chair would facilitate interaction with the light-frame construction or building envelope industries to initiate new research projects at the Three Little Pigs Facility and to disseminate research findings directly to the industry and through service on building code and materials standards committees.

As a leader with initiative, drive and vision, you are expected to have an earned Ph.D. degree in the relevant field and be acknowledged by your peers as an exceptional, emerging researcher with the potential to lead in your field. Your background includes a demonstrated record of publication in leading refereed journals in your field and ability or potential to attract significant research funding from industry and governmental agencies. You must have excellent interpersonal skills, strong communication and teaching skills, and eligibility for registration as a Professional Engineer in Ontario. If you share our same vision of excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to:

Dr. E.K. Yanful, P.Eng., Chair  
Department of Civil and Environmental Engineering  
The University of Western Ontario  
London, Ontario, Canada N6A 5B9  
Tel: (519) 850-2946  
Fax: (519) 661-3779  
Email: [eyanful@eng.uwo.ca](mailto:eyanful@eng.uwo.ca)

Applications will be accepted until February 28, 2005. Anticipated start date for the position is October 1, 2005. Salary will be commensurate with experience and research record. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Detailed information about the Canada Research Chair program may be found at [http://www.chairs.gc.ca/web/program/index\\_e.asp](http://www.chairs.gc.ca/web/program/index_e.asp).



*Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse avant tout aux citoyens et aux résidents permanents du Canada. L'Université McGill soutient à l'équité en matière d'emploi.*





## CAREERS CARRIÈRES

for the band programme. Prior experience in these areas is desirable. Applicants should hold a B.A., M.A., Ph.D., or equivalent. Please submit an application with a curriculum vitae, teaching dossier, a video of not more than three (3) contrasting works, all university transcripts, and the names of three referees who have been asked to send supporting letters. The deadline for applications is January 15, 2004. Dr. Sheila Petty, Dean, Faculty of Fine Arts, University of Regina, Regina, SK Canada S4S 0A2. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

## N

**NURSING**—Trent University Trent University invites applications for a position at the rank of Associate or Full Professor in the Trent Fleming School of Nursing. Through the School, Trent University and St. Lawrence Fleming College offer a collaborative baccalaureate in nursing (BSN) in Peterborough, Ontario. The position is open starting July 1, 2005, but starting date is negotiable. The successful candidate will

be appointed on a probationary or tenured basis, depending on qualifications and experience. In the first five years the individual will serve as the Director of the School of Nursing with some teaching responsibilities (negotiable). The exact area of teaching background and expertise is open but should be complementary to the program. The Trent Fleming collaborative program in Nursing was established in 2004 as a fully integrated BSN degree program (current enrollment 300-350) that delivers instruction at both the Trent and Fleming sites in all years. The faculty has been recruited as a distinct School of Nursing, with faculty from both institutions appointed to the School and having offices in one location (Trent). Instruction will continue to be offered at both institutions. As Director, the successful candidate will play a pivotal role in the development of the School at Trent and will be responsible for the overall running of the Collaborative program. This will include day-to-day administration, budget management and planning (with the assistance of an office staff), providing leadership in development of program directions, representing the program at provincial and national professional associations, and in the Trent and local community. The Directorship role may also include planning and administration of other programs of nursing education delivery including com-

pressed BSN delivery and graduate education in nursing. Qualifications for the position include a graduate degree, preferably at the doctoral level and preferably in nursing, and strong research and BSN teaching records. An understanding of the current climate around professional nursing development in Canada and Ontario, active participation in professional nursing associations, and administrative experience in a BSN or similar program would be considered additional assets. Applicants should include a complete curriculum vitae, statements of teaching philosophy and of research interest, and names and addresses of three referees. Applicants are also invited to discuss their administrative approach and philosophy and their views on trends in nursing education in the covering letter. Covering letters and applications should be directed to Dr. Jocelyn Aubrey, Associate Dean (Science), Trent University, Peterborough, Ontario, K9J 7B8 (jocelyn.aubrey@trentu.ca; 705-749-1201 ext. 79439). Applications will be accepted until the position is filled. Trent University is an outstanding primarily undergraduate university known for its commitment to a liberal arts and sciences education. Celebrated for expertise in water quality, DNA forensics and research in the humanities, natural and social sciences, Trent consistently ranks among the top institutions nationwide for quality of education, teaching and research. Spanning the picturesque Donaboe River in the beautiful Kawartha Lakes district of Peterborough, Ontario, Trent's main campus features award-winning architecture designed to complement its natural setting. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, Aboriginal people, visible minorities and people with disabilities.

## O

**OCCUPATIONAL THERAPY**—University of Western Ontario, The School of Occupational Therapy at The University of Western Ontario invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. The successful candidate will have expertise in health promotion with additional credit for knowledge of health policy. All qualified candidates will be considered. Responsibilities include:

teaching assigned courses in the Bachelor of Health Science's Program, lectures with in courses in the School of Occupational Therapy, supervision of graduate students, conducting a research program and administrative duties within the School and Faculty. Candidates must have a PhD or be near completion. Salary will be commensurate with experience and qualifications. Candidates must also be conversant with health promotion aspects of health promotion. The School is a progressive unit, with a strong commitment to the development of occupational therapy as an academic discipline. The School is one of three schools comprising the Doctoral Program in Rehabilitation Sciences. The School has excellent teaching and research facilities and a research profile that receives both national and international recognition. The effective date of the appointment is July 1, 2005. Interested applicants should send a letter of application outlining relevant experience and interests together with curriculum vitae and the names, addresses and contact numbers of three referees to: Dr. Thea Sumson, Director, School of Occupational Therapy, Room 2558, Elgin College, The University of Western Ontario, London, Ontario, N6S 3H3. Visit our website at <http://www.uwo.ca/hot/>. The deadline for receipt of applications is March 22, 2005. Please quote number N5 034 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

## P

**PHARMACY**—Dalhousie University. We are expanding our pharmaceutical sciences program and invite applications for a full time probationary tenure-track position in Pharmacokinetics/BioPharmaceutics at the assistant professor level. A PhD in Pharmaceutical Sciences or a related field is required. A minimum of three years relevant teaching and post-doctoral research experience are desirable. The position is available August 1, 2005. The College of Pharmacy offers a fully accredited, prob-

lem-based learning (PBL) curriculum. The successful applicant will provide lectures, serve as a discipline expert and assist in the development of cases that integrate basic and pharmaceutical sciences with clinical practice and pharmaceutical care. Development of an extramurally funded independent research program is expected. Excellent opportunities exist to participate/collaborate in interdisciplinary research. Other responsibilities include participation in scholarly and service activities. The College of Pharmacy ([www.dal.ca/cpharmacy](http://www.dal.ca/cpharmacy)) is one of nine schools within the Faculty of Health Sciences. Dalhousie University is located in Halifax, Nova Scotia, a modern and exciting port city. Our province offers substantial lifestyle advantages with festivals and events, music, theatre and outdoor activities such as camping, golf, hiking, parks and ocean beaches (<http://www.novascotia.com/default.html>). Interested individuals should submit a letter of application, a short description of research interests, curriculum vitae, and the name, address, phone number, and email address of three referees to: Prof. Rita Caldwell, Director, College of Pharmacy, 5968 College Street, Dalhousie University, Halifax, Nova Scotia, CANADA, B3H 3J5, fax (902) 494-1396, e-mail: [Rita.Caldwell@dal.ca](mailto:Rita.Caldwell@dal.ca). Review of applications will begin February 1, 2005 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

**PHILOSOPHY**—Brock University. The department of Philosophy, Brock University, St. Catharines, Ontario invites applications for a tenure-track appointment at the rank of Assistant Professor. The position is subject to final budgetary approval. The applicants should have a completed PhD in philosophy and demonstrated research record. Areas of Specialization: Contemporary Continental Philosophy with special focus on one or more of the following areas: Feminism, Poststructuralism, Areas of Competence: one or more of the following: Ancient Philosophy, Ethics, Logic, Social and Political Philosophy. Some background in Eastern and/or comparative Philosophy would be an asset. The appointment will begin July 1, 2005. Applicants

should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be sent to Dr. H.G. Moeller, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is February 28, 2005. The appointee will teach in the department's MA program in contemporary continental, eastern and comparative philosophies, as well as teach courses at various levels in the undergraduate program. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the university's web site [www.brocku.ca](http://www.brocku.ca).

**PHILOSOPHY**—University of Lethbridge. The Department of Philosophy at the University of Lethbridge invites applications for a tenure-track (probationary) position at the rank of Assistant or Associate Professor to begin July 1, 2005, subject to budgetary approval. A PhD is required. Area of Specialization is open; areas of competence of particular interest to the department include history of philosophy, early modern philosophy and feminist philosophy. Teaching experience in applied ethics would also be an asset. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, visit our web site at [www.uleth.ca](http://www.uleth.ca). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. Applications should include a curriculum vitae, transcripts, a statement of teaching and research interests, a teaching dossier (in-

## Canada Research Chair (tier II)

### Interdisciplinary Art Practice

The Faculty of Fine Arts seeks applications for a Canada Research Chair, tenure track position for an artist with a cross-disciplinary practice. Experience could include visual art, performance, design, moving image, emerging technologies, or interactive art. A demonstrated interest in diasporic or transnational issues is an asset.

Applicants must demonstrate the potential to achieve international recognition in the next five years, and are expected, by the definition of a Tier II Chair, to have earned their terminal degree fewer than ten years ago.

The Faculty of Fine Arts offers programs in Art Education, Art History, Cinema, Contemporary Dance, Creative Arts Therapies, Design Art, Digital Image/Sound and the Fine Arts, Music, Studio Arts, and Theatre. Applicants can learn more about the Faculty of Fine Arts at [www.fofa.concordia.ca](http://www.fofa.concordia.ca). Concordia is also a partner in an innovative multi-university research environment, Hexagram: The Institute of Research and Creation in Media Arts and Technologies ([www.hexagram.org](http://www.hexagram.org)).

The successful candidate is expected to contribute to the activities of the faculty and to its academic life, including teaching, supervision of graduate students, and development of graduate programs. Pending CRC approval of the nomination, the position is expected to begin in June 2006, although a regular faculty appointment could begin before this time.

Candidates must hold an MFA or terminal degree in an appropriate field, or the equivalent in experience. Evidence of collaboration, published writing, and teaching experience are considered assets. English is the working language of Concordia University, but comfort in French is desirable.

Applications must include a CV, representative examples of creative work, critiques or articles, a statement fully describing research/creation goals, and the names, addresses, and current contact information for three references. Shortlisted candidates will be asked to make a public presentation as part of the interview process. Deadline: March 15, 2005.

For more information, contact:  
Lisely Adams  
mailto:[liselyn@vax2.concordia.ca](mailto:liselyn@vax2.concordia.ca).

Materials are to be sent to:  
Lisely Adams, Chair, CRC Search Committee  
Faculty of Fine Arts  
Concordia University VA 250  
1395, boul. René Lévesque ouest  
Montréal, QC H3G 2M5

This position is subject to the terms and conditions of the Canada Research Chairs Program and is contingent upon their approval. [www.chairs.gc.ca](http://www.chairs.gc.ca)

Concordia University is committed to employment equity.



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The Canadian Association of University Teachers Announces the 37th Annual

## H. Stewart Reid Memorial Fellowship for 2005-2006 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first executive secretary of the association.

### Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

### Application Closing Date:

April 30, 2005

The Fellowship recipient will be announced in July 2005. An announcement will also appear in a fall edition of the CAUT Bulletin.

Apply online at <http://stewartreid.caut.ca>

Information: Johanne Smith, Awards Officer  
2675 Queensview Drive, Ottawa, Ontario K2B 8K2 ([stewartreid@caut.ca](mailto:stewartreid@caut.ca))

### Qualifications:

- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant or convention refugee status from April 30, 2004 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2005.
- A first class academic record in a graduate program.

**CAUT**

L'Association canadienne des professeurs et professeures d'université annonce

## La 37<sup>e</sup> bourse annuelle J.H. Stewart Reid pour études doctorales 2005-2006

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par les personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

### Détails :

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### Date limite des demandes :

30 avril 2005

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2005. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Appliquez en ligne : <http://stewartreid.caut.ca>

Renseignements : Johanne Smith, Agente des bourses  
2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 ([stewartreid@caut.ca](mailto:stewartreid@caut.ca))

**ACPPU**







## CAREERS CARRIÈRES

activities within the Direct Service Unit of the Child and Youth Development Institute. In addition, the position may require teaching undergraduate courses in the teacher education program. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to apply. However, Canadians and permanent residents will be given priority. Applicants should send a letter of application outlining their statement of teaching and experience, curriculum vitae, and the names of at least three references to: Dr. Cecilia Reynolds, Dean, College of Education, University of Saskatchewan, 25 Campus Drive, Saskatoon, Saskatchewan S7N 0X1.

■ **SCIENCE** — University College of Cape Breton. Please quote reference number MS1050 on all correspondence. The Department of Biology at the University College of Cape Breton (UCCB) invites applications for 10 month term position at the rank of Assistant Professor to commence July 2005. This position is subject to departmental approval. The successful candidate will teach courses in UCCB's Integrative Science program including MGT 101, 203, 401 and 402. The successful candidate must be willing to incorporate Aboriginal pedagogy on knowledge into curricula, have excellent oral communication skills and be willing to teach science using conventional

and more innovative means such as metaphors, visuals and especially pattern recognition. MS1 101 and 103 explore traditional scientific concepts and applications with respect to scientific knowledge from Western scientific and Aboriginal perspectives. MS1 401 and 402 explore health and healing from mainstream, biomedical paradigm and from other worldviews, especially those of Aboriginal and indigenous Peoples. Applicants must have a Master's or PhD in the natural sciences (or be near completion) and have a strong academic and research background. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application including the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m., March 18, 2005. Email applicants will receive a

return email confirming receipt. University College of Cape Breton, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, B1P 6A2; PH: 902-563-1158; Fax: 902-563-1456; Email: humanresources@uccb.ns.ca; Website: www.uccb.ns.ca. Please contact Human Resources Department, PO Box 5300, Sydney, Nova Scotia B1P 6A2; PH: 902-563-1158; Fax: 902-563-1458; Email: humanresources@uccb.ns.ca.

■ **SOCIAL WORK** — University of Victoria. The University of Victoria School of Social Work is committed to social justice and anti-racist, anti-oppressive social practices, and to promoting critical enquiry that respects the diversity of knowing and being. Applications are invited for a tenure-track position at the rank of Assistant Professor to commence on July 1, 2005. The school offers undergraduate and graduate degree programs. The generalist MSW program, available on campus and by distance education, also includes three different optional concentrations: child welfare, First Nations, First Nations child welfare. The MSW program is an on-campus program that focuses on interdisciplinary policy and practice. A First Nations MSW program is also available. Applicants are sought who demonstrate an understanding and commitment to critical perspectives on theory and practice. Have an established record of research and scholarship. Demonstrate personal and professional commitment and skills in working across diversity. Demonstrate an ability to supervise graduate students. Demonstrate strong communication and organizational skills. Have experience teaching graduate and undergraduate courses and display enthusiasm for teaching. Have a Ph.D. in Social Work (or near completion) — provide degree and at least one degree in social work (BSW, MSW). The successful candidate will contribute to our school in a number of ways: Take leadership in the conduct of research; Teach, supervise practicum, provide advising to BSW students; Develop curricula for delivery of on-campus and distance education courses; Teach and supervise graduate students; Be visible in a range of delivery modes; Work collaboratively following a consensus-based model. Participate in the University and the larger community. Candidates should submit a curriculum vitae, copies of publications, statements of teaching and research interests as well as arrange to have letters from three referees forwarded. Before March 15, 2005. Lesli Brown, PhD, Director, School of Social Work, University of Victoria, PO Box 1700 Stn CSC, Victoria, BC V8W 2Y2; Fax: 250 721-6228; Phone: 250 721-6275; Email: la@uov.ns.ca Website: www.uov.ns.ca/sow. The University of Victoria is an

equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. Individuals from these groups are invited to identify themselves in their applications. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **SOCIAL WORK** — University of Toronto. The Faculty of Social Work, University of Toronto, is seeking applicants for a faculty position in Child Welfare. Candidates will be expected to build and direct an interationally recognized research and educational program and to work closely with children's services agencies in Toronto and elsewhere in Canada. This is an open rank position — Assistant/Associate/Full Professor — an appointment will be made at a level that is appropriate to the qualifications and track record of the successful applicant. Qualifications: A doctorate in social work or related field; an active research program in child welfare practice and policy; practice experience with children; an ability to establish or emerging reputation in research with demonstrated ability to attract external research funding; and a publication record in high quality peer reviewed journals. Applicants should ask three referees to send a letter of recommendation under separate cover to the address below. These letters must be received by the deadline. Applicants should also send curriculum vitae, a teaching dossier, a copy of a recent paper/publication and a statement outlining current and future research interests to: Dr. James Barber, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street W., Toronto, Ontario M5S 1A1. Screening of applications will begin immediately and will continue until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse and desirable cities in the world. We offer opportunities to work in a range of collaborative programs including Aging and Life Course, Community Development, Ethnic & Plural Studies, Health Care, Technology & Place, and Health Services & Policy Research. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of life. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIAL WORK & FAMILY STUDIES** — University of British Columbia. Applications are invited for a 1-2 year senior visiting professor position with UBC's Family Studies Program. It is expected that the successful candidate will contribute to a negotiated combination of teaching, research, and program development; major emphasis will be on excellence in research and scholarly and/or program enhancement activities. Preference will be given to individuals with demonstrated research and teaching experience in the field of family research infrastructure (e.g., research institutes or similar organizations) or program development including the interface between cognate disciplines and the community. UBC's BA and MA Family Studies programs offer a life course perspective to understanding relationship dynamics and development in diverse family and social contexts. Rooted in the curiosity driven inquiry of the liberal arts, the program provides theoretical foundations and research skills for understanding relationships and families. The program recognizes the value of the application of social science knowledge in the study of families, and its contribution to families and communities is well-being. In 1999 two programs were merged to create the School of Social Work and Family Studies. Faculty members cooperate and participate in teaching, research, the development of courses and academic responsibilities. In 2005 the School will initiate a new PhD Program in Social Work and Family Studies with specialization in either area. Closing Date: February 28, 2005 or until a suitable candidate is found. Applications and curriculum vitae for the position, together with the names of three referees, should be forwarded as soon as possible to: Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, BC V6T 1Z2. Email: schopp@interchange.ubc.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status. Subject to final budgetary approval, the position will begin July 1, 2005 or as soon thereafter as approval is received.

■ **SOCIOLOGY** — Bishop's University. The Department of Sociology and Anthropology at Bishop's University invites applications for a tenure-track position at the Assistant Professor level in Social Justice and Diversity Studies. Applicants will have backgrounds in the historical development of and contemporary perspectives on justice, equity and diversity in Quebec and Canada. Knowledge of Quebec society and its social, political, and cultural evolution is essential. Bilingualism would be an asset. Applicants should hold a PhD be committed to teaching, and have a clearly developed research agenda. The successful applicant will be expected to teach courses in Quebec and Canadian Societies; Race and Ethnicity; Sex and Gender; Family; and Diversity. The successful applicant will be expected to develop courses in Social Justice and Diversity and to integrate research and teaching. The successful candidate may be asked to serve as Coordinator of the Women's Studies Programme (within the Department of Sociology and Anthropology). Applicants should forward a curriculum vitae, a statement of teaching and research interests, evidence of teaching competence, and a list of confidential letters of reference to: Dr. Anton de Man, Dean of Social Sciences, Bishop's University, 1600 Avenue, Québec, Canada, J1M 1Z7. Deadlines for applications is February 21, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIOLOGY** — University of Toronto at Scarborough. The University of Toronto at Scarborough Department of Social Sciences, invites applications for a tenure-track position in Anthropology, Geography, Political Science, or Sociology at the rank of Assistant Professor commencing July 1, 2005. The successful candidate will have a research agenda at the core of their discipline as well as research focus in cultural, social, or biocultural aspects of

health, health geography, health policy, the politics of health, or health rights. Candidates must have an PhD by the time of appointment and clear promise of excellence in research and teaching. The appointment is for a full-time position. The successful candidate is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The mandate of the Department of Social Sciences is to promote scholarship at the confluence of these four disciplines. Towards this end, the Department maintains undergraduate programs in each of the disciplines as well as interdisciplinary programs, like Health Studies. The successful candidate will offer undergraduate courses aimed at students in a disciplinary program offered by the Department of Social Sciences and students in our Health Studies program. As well as the appropriate graduate department (Anthropology, Geography, Political Science, or Sociology) at the University of Toronto and will be expected to teach and supervise graduate students on the downtown campus. Additional information on the Department of Social Sciences can be obtained at: <http://www.uts.utoronto.ca/~soci>. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of life. The Search Committee will begin reviewing applications on February 25, 2005. Candidates should send a letter of interest, a Curriculum Vitae, teaching and research statements, and a list of three referees to: Professor John Murphy, Chair, Department of Social Sciences, UTS, 1265 Military Trail, Toronto, Canada M1C 1A4. Fax: 416-291-7777.

■ **SOCIOLOGY (THEORY)** — Brock University. The Department of Sociology at Brock University invites applications for a tenure-track position (at the rank of Assistant professor effective July 1, 2005, subject to final budgetary approval). The successful candidate will be expected to teach classical sociological theory and/or contemporary social theory, as well as contribute to the departmental undergraduate concentration in Social Justice and the graduate program in social justice and equity studies. The Department of Sociology offers a dynamic and innovative program, open to new ideas and perspectives, and is committed to diversifying our departmental faculty complement. Applicants should specify all teaching and research interests. Applicants demonstrating a global perspective and a commitment to social justice activities will include developing an independent research program and involve research and teaching. The successful candidate will have a recent completed PhD in Sociology or a related discipline and evidence of success in undergraduate teaching. Applicants should submit by February 15, 2005 a letter of application accompanied by a curriculum vitae, a list of three confidential letters of reference to: Dr. Murray Smith, Chair, Department of Sociology, Brock University, St. Catharines, L2S 3A1. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty, and encourages male and female candidates are equally encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SPANISH** — Brock University. The Department of Modern Languages, Literatures and Cultural Studies at Brock University invites applications for a probationary tenure-track position in Spanish at the rank of Assistant Professor starting July 1, 2005, subject to final budgetary approval. We seek an outstanding candidate who will

## CAUT ACPPU

Publisher's Statement  
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, nation of origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human Rights Legislation. While any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that employers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of this contract. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The Bulletin does not guarantee academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no ministry by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005, tel: (202) 737-5900 or visit [www.aaup.org](http://www.aaup.org).

L'éditeur n'accepte pas d'annonces de postes d'administration et de designations qui restreignent les candidatures sur des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'ethnie, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées, à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de publier une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à adopter l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des personnes handicapées et des minorités visibles. À la suite, les candidats pour certaines positions annoncées dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service aux membres de l'ACPU qui pourraient être intéressés. Le Bulletin ne garantit pas la liberté universitaire et le degré de protection des valeurs d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005, tel: (202) 737-5900 ou voir [www.aaup.org](http://www.aaup.org).

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## Ad Deadlines 2004-2005

The Bulletin is published 10 times during the academic year.

ISSUE	CLASSIFIED	DISPLAY
September	August 4/04	August 11/04
October	September 1/04	September 8/04
November	October 6/04	October 13/04
December	November 3/04	November 10/04
January	December 1/04	December 8/04
February	January 5/05	January 12/05
March	February 2/05	February 9/05
April	March 2/05	March 9/05
May	April 6/05	April 13/05
June	May 4/05	May 11/05

All ad material must reach CAUT by the deadline

## Dates limites 2004-2005

Le Bulletin est publié dix fois pendant l'année universitaire.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	4 août 2004	11 août 2004
Octobre	septembre 2004	8 septembre 2004
Novembre	6 octobre 2004	13 octobre 2004
Décembre	3 novembre 2004	10 novembre 2004
Janvier	1 décembre 2004	8 décembre 2004
février	5 janvier 2005	12 janvier 2005
Mars	2 février 2005	9 février 2005
Avril	2 mars 2005	9 mars 2005
Mai	6 avril 2005	13 avril 2005
Jun	4 mai 2005	11 mai 2005

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# CAREERS CARRIÈRES

complement existing interests and strengths within the Department. Preferred specialization in either Latin American modern/conemporary literature and/or Peninsular literature. Candidates with cross disciplinary expertise such as comparative literature, film, cultural studies or linguistics would be welcome. Native or near native fluency in Spanish and English. Knowledge of Portuguese is an asset. PhD required. The successful candidate will be expected to teach and coordinate language courses, and will be required to teach courses of all levels in language, literature and culture. Candidates should have a record of teaching excellence and scholarly achievement in his/her areas of interest. Applicants should send a curriculum vitae containing a teaching dossier, a sample of publications, and a research plan, as well as average for three letters of reference to be sent to: Prof. Ernesto Vilguiti, Chair, Department of Modern Languages, Literatures and Cultures, Brock University, St. Catharines, Ontario, L2S 3A1. Deadline for applications: February 28, 2005.

■ **STATISTICS** — University of Manitoba. The Department of Statistics, Faculty of Science, at the University of Manitoba invites applications for one tenure-track appointment at the Assistant Professor level in the field of Statistics. The appointment will begin on July 1, 2005, on a one-semester appointment. The successful candidate must have a PhD degree in a PhD degree to be completed by the starting date in Statistics, and have demonstrated competence in teaching and research in Statistics (Applied or Theoretical). The position is subject to final budgetary approval. Duties will include research, undergraduate and graduate teaching and supervision and service-related activities. Please send applications (including a curriculum vitae, a list of references, a statement of teaching philosophy, to: Dr. Smiley W. Cheng, Chair, Search Committee (Statistics), Department of Statistics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Tel: 204 474 8172. Fax: 204 474 7621. Closing date for applications is February 28, 2005. The successful candidate will be considered an asset. Applications with a SASE should be submitted by March 3, 2005. The Department of Statistics is one of the oldest and largest Statistics Departments in Canada. The Department currently has 14 full-time academic members, with research interests in various areas of statistics and probability. The Department has active BSc, MSc and PhD programs focusing on both theory and application. The successful applicant will find that it is an exciting time to join the Department. Eight new faculty members have been hired during the past five years, and more positions are expected in the coming years.

The Department is full of energy, and it is thus an ideal time for new faculty members to contribute to the reshaping of the research and teaching programs for the 21st century. The Department and the University have excellent computing facilities. Additional information about the Department can be found on the web site of [www.umanitoba.ca/statistics](http://www.umanitoba.ca/statistics). Winnipeg has a great deal to offer, both culturally and geographically, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority.

■ **STUDIO ARTS** — Concordia University. The Studio Arts Department of the Faculty of Fine Arts of Concordia University is seeking applicants for a full-time, tenure track Assistant Professor level position in Painting and Drawing effective August 1, 2005 (subject to budget approval). The candidate should have an established record of pictorial and/or drawing courses at the undergraduate level and eventually within the MFA Programme in Painting, Drawing and Drawing. The successful candidate must have a minimum of two years university teaching experience, relevant administrative experience, a strong exhibition record, the ability to engage in curriculum development and to teach at both undergraduate and graduate levels. As well, they must have a strong, critical/theoretical background and a contemporary understanding of both traditional and contemporary-based approaches to painting and drawing practice. Submissions should include a c.v., 20 slides of their work, slides of student work if possible, a statement of teaching philosophy, a list of courses taught with course descriptions and three letters of recommendation. Bilingualism (English and French) will be considered an asset. Applications with a SASE should be submitted by March 3, 2005. The Department of Studio Arts, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, PQ H3G 1M6, Canada. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **SYSTEMS & COMPUTER ENGINEERING** — Carleton University. Applications are invited for a full-time, tenure-track position at the Assistant or Associate Professor level in the Department of

Systems and Computer Engineering to commence July 1, 2005. This position is subject to budgetary approval. Applicants must have a PhD in electrical, computer, or biomedical engineering. Membership in a Canadian professional engineering association is required within two years of appointment. Candidates must have demonstrated capability in research in the area of biomedical engineering. Candidates should be ready to teach undergraduate and graduate courses in the area of biomedical engineering and other areas of interest to the department such as real time systems, embedded systems, or software/hardware interfaces. Candidates are expected to collaborate with the Department of Biology. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. The Department of Systems and Computer Engineering is research-intensive, housing a large and active community of some 280 graduate students in several programs, as well as a full suite of undergraduate programs covering the ECE spectrum. Full advantage is taken of the high concentration of industry, government, and university technology organizations in the Ottawa area. The Department is a participant in the OTO (Communications and Information Technology Ontario), the National Capital Institute of Telecommunications, and the Canadian Institute of Information Technology consortia and Centres of Excellence. In recent years the Department expanded the area of Biomedical Engineering and started new research initiatives with many medical institutions such as the University of Ottawa Heart Institute and the Chedoke Hospital of Eastern Ontario. More information on the department is available from its web page at <http://www.sce.carleton.ca>. The Department of Systems and Computer Engineering has several researches with interests in biotechnology and biomedical research. Particular strengths include molecular recognition, gene expression, proteomics, genomics, and the study of physiological processes coordinated by molecular-level controls. The department has recently developed an undergraduate program in Bioinformatics with the School of Computer Science Applications, with a curriculum via and the names of the referees should be sent to: RA Goubran, PEng, Professor and Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, ME4 456, Ottawa, Ontario, Canada, K1S 5S6. Email: [chair.sce@carleton.ca](mailto:chair.sce@carleton.ca), Telephone: (613) 520-5742. Fax: (613) 520-5722. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be accepted until March 31, 2005 or until the position is filled.

■ **THEATRE** — Concordia University. The Department of Theatre, Faculty of Fine Arts, at Concordia University invites applications for a Lecturer and/or Assistant Professor. This will be a limited term appointment for the 2005-2006 academic year starting August 15, 2005 and ending May 31, 2006. Candidates will be required to teach three courses each semester at the undergraduate level and take on administrative duties. Applicants should have experience in both of these areas. An MFA and/or appropriate professional theatre experience in design for the theatre is required. The ability to teach other classes within the department will be an asset. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is February 15, 2005. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **THEATRE** — Concordia University. The Department of Theatre, Faculty of Fine Arts, at Concordia University invites applications for a Lecturer and/or Assistant Professor. This will be a limited term appointment for the 2005-2006 academic year, starting on June 1, 2005 and ending on May 31, 2006. Candidates will be required to teach three to four courses each semester at the undergraduate level and/or take on administrative duties. Applicants should have experience in both of these areas. An MFA and/or appropriate professional theatre experience in theatre performance is required. The ability to teach other classes within the department will be an asset. Evidence of having taught at the undergraduate level is preferred. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. Deadline for receipt of applications is February 15, 2005. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **THEATRE** — Concordia University. The Department of Theatre at Concordia University is embarking on an exciting period of renewal and is looking for an interesting combination of artist/scholar to assist us in developing a new vision. We are inviting applications for a tenure-track position at the level of Assistant Professor for our undergraduate program, pending budgetary approval. In addition to expertise in the area of Theatre Performance, we will give preference to applicants with experience in one or more of the following areas: performance theory, performance art and directing. Candidates should have completed or nearly completed a terminal degree (MFA or PhD) and in the case of senior artists, a significant body of professional work. Experience and demonstrated excellence in scholarship and/or teaching at the university level are desirable. Successful candidates will be expected to develop and maintain productive research profiles leading to external funding and/or collaborations. We hope that the candidate will also demonstrate an energetic commitment to program development. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7141 Sherbrooke Street West, Montreal, QC, H4B 1R6. Deadline for receipt of applications is March 1, 2005. If we already have your curriculum vitae on file,

please feel free to submit a cover letter only. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Concordia University is committed to Employment Equity.

## ACCOMMODATIONS

■ **FIRENZE/ITALY** — Salvarola/holiday rental, central location, attractive 2 double bed rooms, apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1350.00 euros + utilities/initial cleaning. Weekly all included 650.00 euros (two people). Spezzotti Ph +39 055 245 739; e-mail: [curoti@italica.it](mailto:curoti@italica.it)

■ **GENEVA/SWITZERLAND** — Holiday/short stays: central, attractive studio (2 rooms) sleeps 2-3. Weekly all included 550.00 euros. Spezzotti Ph +39 055 245 739; e-mail: [curoti@italica.it](mailto:curoti@italica.it)

■ **PROVENCE, SOUTHERN FRANCE** — Villa for rent Sept. 1, 2005 to May 1, 2006. Fully furnished, 4 bedrooms, 3 bathrooms, 1 acre, swimming pool, tennis court, 1000m plus views. Contact Dr. Sandra Beckett at 905-687-7315 or [sbeckett@rogers.ca](mailto:sbeckett@rogers.ca)

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## WANTED

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- 4) Educational Administration/Leadership

The successful candidate(s) will be expected to teach in both the undergraduate and graduate programs, supervise student teachers and carry out an active research agenda. Qualifications include a completed doctorate and teaching experience in a K-12 classroom setting. Expertise in quantitative research methods and the ability to teach and/or supervise French language and/or aboriginal students will be considered an asset.

Applications should contain a covering letter, a curriculum vitae and the names of a minimum of three referees. The School will begin reviewing applications March 1, 2005 and continue until the position(s) is/are filled. For information about the School of Education visit our website <http://www.sfx.ca/academic/education/>.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. SIFX is committed to employment equity and welcomes applications from all qualified women and men, including aboriginal people and members of diverse minorities.

Mail applications to: Dr. Joe Norris, Director, School of Education, St. Francis Xavier University, PO Box 5000 Antigonish, NS, B2G 2W5.

## Awards for Excellence in Post-Secondary Education Journalism

Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

### Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian publication or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian journalists appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

### Nominations must include:

- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

### Nomination Deadline

The deadline for nominations is March 4, 2005. All nominations and supporting material should be addressed to: David Robinson, Associate Executive Director (Research & Advocacy) CAUT, 2675 Queensway Drive, Ottawa Ontario K2B 8K2

Créés en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeurs et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions liées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 \$.

### Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect de l'enseignement universitaire ou du collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans une publication canadienne ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accessibilité aux études et à l'équité en matière d'éducation, aux subventions et aux finances, et à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPU honore les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPU à Ottawa.

### Le dossier de candidature doit comprendre :

- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPU)

### Date limite

La date limite des mises en candidature est le 4 mars 2005. Toutes les mises en candidature et les documents pertinents doivent être communiqués à : David Robinson, Directeur général associé (Recherche et promotion des intérêts) ACPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2

## Canadian Association of University Teachers

Association canadienne des professeurs et professeurs d'université





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# disciplining dissent

**the curbing of  
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in academia  
and the media**

**Edited by William Bruneau & James L. Turk**

Freedom of expression, the cornerstone of democratic society, is under attack. Anti-terrorism legislation and police crackdowns on dissent are undermining civil liberties. Media conglomerates are eroding journalistic independence, and corporate donors are threatening academic freedom.

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